



# **JOINT COMMITTEE ON PUBLIC EMPLOYEE RETIREMENT**

**2014 ANNUAL REPORT  
TO THE  
MISSOURI  
GENERAL ASSEMBLY**

## EXECUTIVE SUMMARY

The Joint Committee on Public Employee Retirement (JCPER) respectfully submits its Annual Report for plan year 2012. We hope this information assists in promoting the transparency of the financial and actuarial condition of Missouri's public pension plans.



In 1983, the Missouri General Assembly established the JCPER as a central reporting entity for Missouri's public pension plans as well as and to provide an analysis function for the legislature and Missouri's taxpayers. The JCPER is statutorily required to compile a report to the Missouri General Assembly for submission annually. In the 29 years since collecting its first year of pension plan data in 1984, the JCPER has been a resource to the legislature with the JCPER annual report assisting in that mission. This 2014 Annual Report to the Missouri General Assembly reflects public pension plan data for plan year 2012.

- The total net assets for the state's public retirement plans were approximately \$56.2 billion in plan year 2012 increasing from approximately \$55.8 in plan year 2011. (Page 5)
- Total plans reporting to the JCPER equaled 130 for plan year 2012. Of these, 78 plans were defined benefit plans, 41 were defined contribution plans and 11 were a combination of defined benefit/defined contribution plans. (Page 7)
- Total membership of Missouri's public pension plans exceeded 560,000. Active membership numbers declined by approximately 4,000 while benefit recipient and terminated vested membership increased by approximately 13,600. (Page 8)
- Net investment income equaled approximately \$1.9 billion with actual experience not meeting the assumed rates of return utilized by many plans. (Page 9)
- Preliminary plan year 2013 reporting indicates positive net investment return at levels exceeding assumed rates of return. Preliminary plan data reveals positive returns in excess of \$5.6 billion. (Page 13)
- Of the 130 public pension plans in Missouri, sixteen of these plans are "statutory" plans meaning the plan document is contained in state statute and therefore plan modifications must go before the Missouri General Assembly for approval. The remaining plans are governed locally by the supporting sponsor. It is important to note statutory pension provisions contained in Chapter 105, RSMo. govern all public pension plans in Missouri.

As policymakers in Missouri and across the country continue to evaluate appropriate retirement benefit levels and work to maintain retirement security for public employees and benefit recipients, the JCPER will continue in its clearinghouse role for comprehensive pension plan information. This role enables the committee to continue in its founding principles of facilitating transparency and providing assistance to the Missouri General Assembly and Missouri taxpayers.

Sincerely,

A handwritten signature in blue ink that reads "Mike Leara".

Representative Mike Leara  
Chairman



*Note of Appreciation*

*The JCPER wishes to thank the staff of:  
House Communications,  
Senate Information Technology, and  
Senate Printing  
for their assistance  
in completing this annual report.*

# JOINT COMMITTEE ON PUBLIC EMPLOYEE RETIREMENT MEMBERS



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Chairman

Sen. John Lamping  
Vice-Chairman



Sen. Maria  
Chappelle-Nadal

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Sen. Mike Kehoe

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Rep. Mike Bernskoetter

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Rep. Tommie Plerson

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## BACKGROUND

In 1983, during the First Regular Session of the 82nd General Assembly, Missouri lawmakers established the Joint Committee on Public Employee Retirement (JCPER). This action was taken in response to the growing concern regarding the fiscal integrity of Missouri's public employee retirement systems. Previously, there was no centralized reporting agency charged with maintaining information regarding these public plans. This permanent pension review and oversight body consists of six Senators and six Representatives. The JCPER is governed by provisions in Chapters 21 and 105 of the Missouri Revised Statutes (RSMo).

## RESPONSIBILITIES

The following is a summary of JCPER responsibilities:

- **PERS Annual Reporting** Missouri's 130 public employee retirement systems report plan information for analysis including assets, liabilities, benefit levels, membership, investment allocation, advisors, and investment related fees. *It is the policy of the JCPER to analyze a plan from year to year to determine specific trends, i.e., contribution levels, asset levels, etc.*
- **Assistance to the General Assembly** Fifty-one retirement related bills were monitored through the legislative process in the 2013 session, with eight bills passed and signed into law. (See page 11 for state legislation.)
- **Assistance to Local PERS** The JCPER continues to provide assistance to local PERS throughout the state. Most notably are the individual plan analysis provided for local plans. The committee continues to advocate this very important function.
- **Assistance to Resource Groups** The JCPER staff serves as a resource for information to various commissions and ad hoc committees including the St. Louis Pension Task Force, the Missouri State Government Review Commission, and the State Retirement Advisory Commission. *Education and awareness of public employee benefit issues remain central to the JCPER mission.*

### Chapter 21, the committee shall:

- Make a continuing study and analysis of all state and local government retirement systems;
- Devise a standard reporting system to obtain data on each public employee retirement system that will provide information on each system's financial and actuarial status at least biennially,
- Determine from its study and analysis the need for changes in statutory law,
- Make any other recommendations to the General Assembly necessary to provide adequate retirement benefits to state and local government employees within the ability of the taxpayers to support their future costs.

### Chapter 105, public retirement plans:

- Are to held in trust and shall not be comingled with any other funds;
- Are considered fiduciaries and may invest according to prudent person provisions;
- Shall submit to the JCPER an actuarial cost statement for substantial proposed changes to future plan benefits;
- May participate in cooperative agreements providing portability of public employee benefits;
- Shall have an actuarial valuation performed at least biennially in compliance with recommended standard of the Governmental Accounting Standards Board (GASB);
- Shall file proposed rules with the JCPER;
- Shall submit investment performance on a quarterly basis.

PERS	TOTAL # PLANS	ACTIVE MEMBERS	NON-ACTIVE MEMBERS	ASSETS
Municipalities	52	17,108	17,411	\$ 4,762,503,727
Fire Protection Districts	37	1,785	435	\$ 352,493,087
Hospitals & Health Centers	9	5,301	1,935	\$ 358,650,122
Statewide	7	110,713	93,287	\$ 14,336,325,528
Transit Authorities	6	2,522	1,921	\$ 193,370,504
Public Schools & Universities	6	153,853	140,549	\$ 35,204,726,296
Counties	2	5,270	5,766	\$ 682,033,514
Public Libraries	1	355	314	\$ 35,831,500
Drainage & Levee Districts	1	11	4	\$ 1,007,313
Public Water Supply Districts	3	38	5	\$ 4,067,588
Sewer Districts	1	937	793	\$ 224,115,139
Ambulance Districts	2	46	5	\$ 1,649,861
Other	3	385	77	\$ 45,661,366
<b>TOTALS</b>	<b>130</b>	<b>298,324</b>	<b>262,502</b>	<b>\$ 56,202,435,545</b>

## MISSOURI'S PUBLIC EMPLOYEE RETIREMENT SYSTEMS

As of December 2013, there were 130 public retirement plans in the state of Missouri providing employee benefits. A complete listing of Missouri's individual PERS for plan year 2012 can be found in the appendices of this report.

There are two common types of public sector retirement plans.

### DEFINED BENEFIT AND DEFINED CONTRIBUTION

**"Defined Benefit" plan (DB):** Consists of employer and/or employee contributions with a benefit paid at retirement equaling a benefit formula "defined" by components that may look something like:

<b>Benefit Multiplier</b> often 1.5% to 2.5%	X	<b>Final Average</b> <b>Salary</b>	X	<b>Years of</b> <b>Service</b>	=	<b>Retirement</b> <b>Benefit</b>
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The retirement benefit generated is payable for the member's lifetime and depending on the option chosen, may provide disability and/or survivor benefits as well. *The Employer bears the investment risk.*

\*\*\*\*\*

**"Defined Contribution" plan (DC):** Consists of employer and/or employee contributions into an individual account with the benefit paid at retirement equaling the accumulated account balance including any investment gains or losses.

<b>Employer/Employee</b> <b>Contributions</b>	+	<b>Investment</b> <b>Gains or Losses</b>	=	<b>Retirement</b> <b>Benefit</b>
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There is no minimum benefit guaranteed to the employee at retirement within this plan structure. *The Employee bears the investment risk.*

In Missouri, for plan year 2012, the total plans reviewed by the JCPER equaled 130 with 78 DB plans, 41 DC plans and 11 DB/DC combination plans. Due to the large DB representation, this report focuses primarily on the DB plan structure.

### OTHER RETIREMENT STRUCTURES

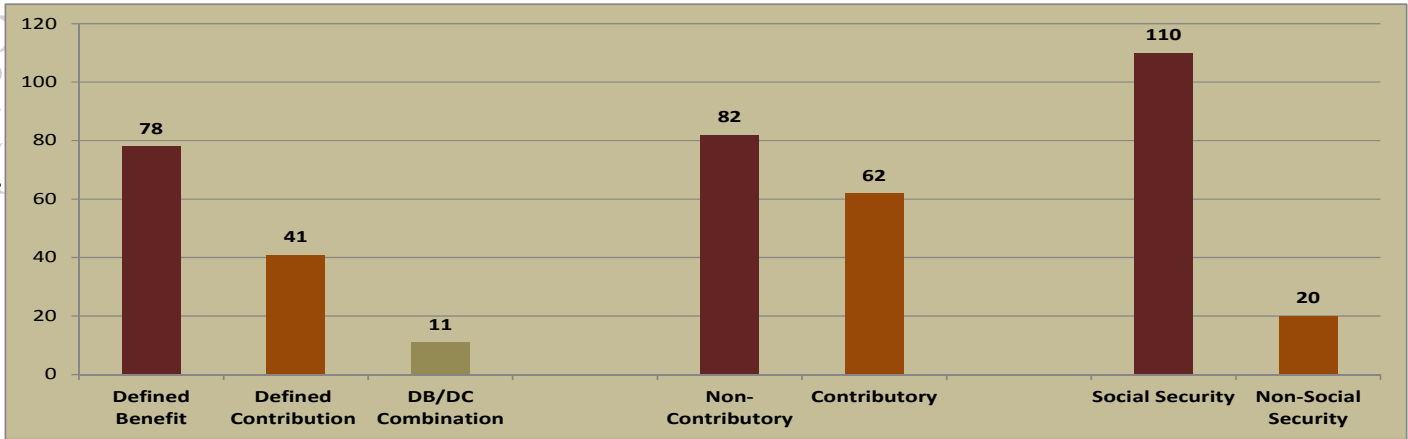
While investment markets have been working to recover from the erratic environment of the last decade, there continues to be discussion and consideration of pension modifications in the public sector. These policy considerations range from adding new benefit tiers to existing DB plans to moving away from the DB model to a DC program. Of recent, more attention is being given on a national level to alternative plan structures including:

**"Hybrid" Plan design:** This design incorporates both DB and DC components of a minimum lifetime benefit tailored with an individual employee account. Because of the melding of these to components, this design may be considered a middle ground in retirement plan structures.

**"Cash Balance" Program:** This program also incorporates both DB and DC concepts.. However, a cash balance program defines a promised benefit within the parameters of a member's hypothetical account balance. At retirement, this account balance can be converted to an annuity or can be taken in a lump sum of the account balance. The employer bears the investment risk and reward under this program.

According to the National Conference of State Legislatures (NCSL), over forty states have enacted major pension reforms since 2009. Missouri is no exception. During the 2013 legislative session, three retirement plans implemented new tiers for new hires which included increases age and service requirements, benefit formula changes and contribution increases. Additionally since 2009, a total of fourteen Missouri plans have implemented structural changes in an effort to address cost containment concerns.

## MISSOURI'S PUBLIC EMPLOYEE RETIREMENT SYSTEMS



## CONTRIBUTORY AND NON-CONTRIBUTORY

**Contributory** plans require the employee to contribute a portion of earnings to the plan. The contribution varies for each plan and is in addition to the employer contribution to the plan. Employee contribution rates in Missouri range from approximately 1% of pay to 18% of pay.

**Non-Contributory** plans do not require an employee payroll contribution. As policymakers have continued to evaluate public pension plans, mandatory payroll contributions from employees have entered that discussion and, in some instances, been implemented.

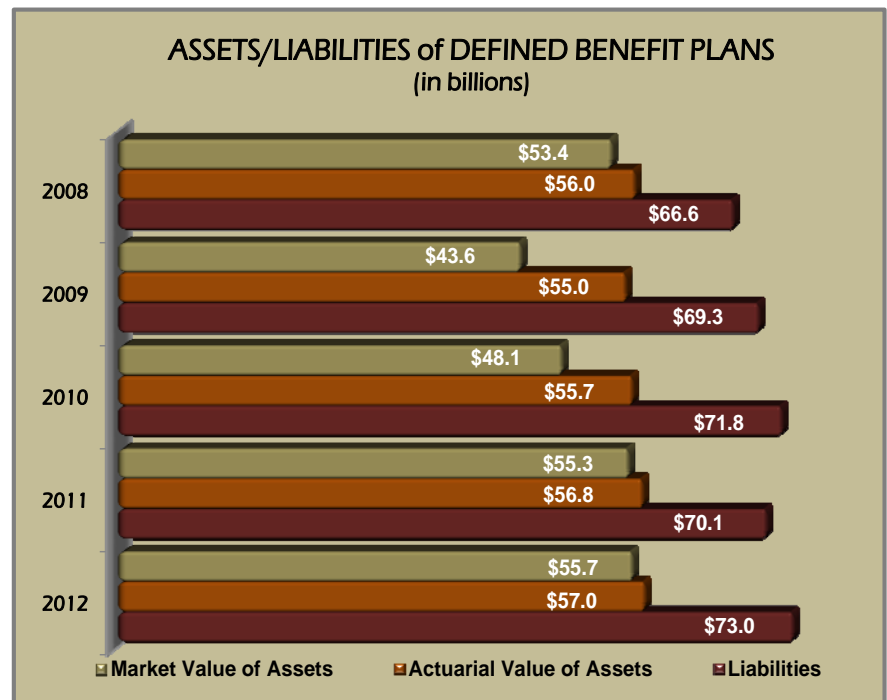
## SOCIAL SECURITY V. NON-SOCIAL SECURITY

**Social Security** participation for the majority of Missouri's public employee plans is required, however, certain teacher and public safety personnel opted out of Social Security participation.

**Non-Social Security** covered plans typically provide a higher benefit formula and most often have earlier age and service requirements for members. Twenty non-Social Security covered plans comprised of over 124,000 members.

## FUNDING OF MISSOURI'S PERS

Defined benefit pension plans, while complex, are composed of two primary sources of income and two primary expenditure categories. The JCPER maintains plan data which enables a trend analysis to be produced for Missouri's public pension plans. As an example, the chart to the right displays asset and liability trend data. Asset and liability trends over the five year period from 2008 to 2012 depict the significant asset loss suffered through the market downturn of 2008/2009. However this chart also shows the effectiveness of the actuarial value of assets (or the smoothed value) in mitigating volatility. After two years of double digit investment returns, plan investment experience in 2012 was less favorable leading to smaller asset growth while plan liability grew approximately \$3 billion.

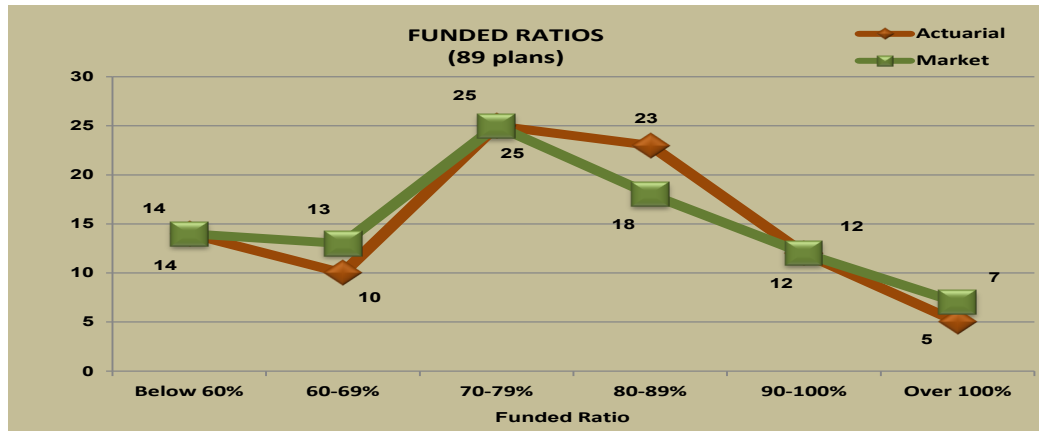


$$\text{Actuarial Accrued Liability (AAL)} - \text{Asset Value} = \text{Unfunded Actuarial Accrued Liability (UAAL)}$$

## FUNDING OF MISSOURI'S PERS

While many factors must be considered when analyzing a pension plan and its fiscal health, a plan's funded ratio is one aspect in such analysis. Section 105.684, RSMo requires a pension plan to be at least 80% funded on an actuarial value basis to enact any new benefit enhancements. The section also requires a plan with a funded ratio below 60% to have its actuary prepare an accelerated contribution schedule. The JCPER continues to be primarily concerned with the establishment of a trend and not the comparing of one plan's funded ratio to another. The JCPER reports assets using the market and actuarial value and reports liabilities using the actuarial accrued liability. The majority of plans employ a process in which a portion of investment gains or losses are "smoothed" over a period of time, typically 3 to 5 years. Due to this process, a funded ratio on an actuarial basis can differ considerably from a market value basis.

$$\begin{array}{|c|c|c|c|} \hline \text{Asset} & + & \text{Actuarial} & = \\ \text{Value} & & \text{Accrued} & \text{Funded} \\ & & \text{Liability} & \text{Ratio} \\ & & \text{(AAL)} & \\ \hline \end{array}$$



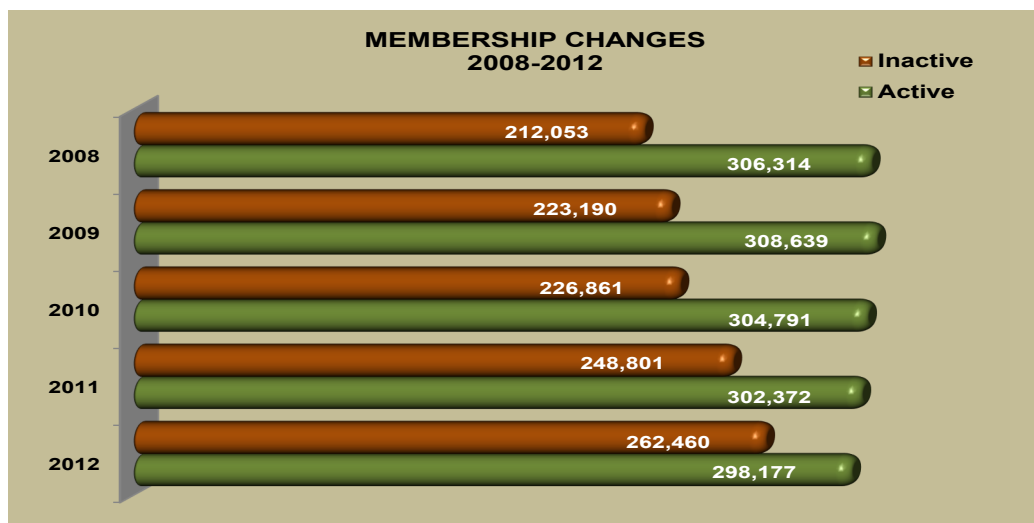
*2 Plans with 100% Actuarial Funded Ratio from using Aggregate cost method*

## MEMBERSHIP

In plan year 2012, public pension plans in Missouri continued to experience a decline in active member population. This membership decreased by approximately 4,100 from 302,372 to 298,177. This decrease may be attributable to the ongoing budgetary concerns and lessened move to refill positions as vacancies occur due to many considerations including technology advances.

Inactive membership continued to experience substantial growth. In plan year 2012, this segment increased by more than 13,000 members. While benefit options designed, in part, to incent the Baby Boomer employees from expeditiously exiting the workforce have mitigated the immediate draw on plan assets, many of these benefit options, such as a Deferred Retirement Option Plan (DROP) and a Partial Lump Sum Option (PLSO), have been in effect for 10 years or more. The completed utilization of these options and workforce departures will continue to have a profound effect on the benefit recipient rolls for the foreseeable future.

It is interesting to note when the JCPER first began reporting plan data, the ratio of benefit recipients to active members was 1 benefit recipient for every 3.8 active workers. That ratio has changed to 1 benefit recipient for every 1.7 active workers with plan year 2012 reporting.



## CONTRIBUTION RATES

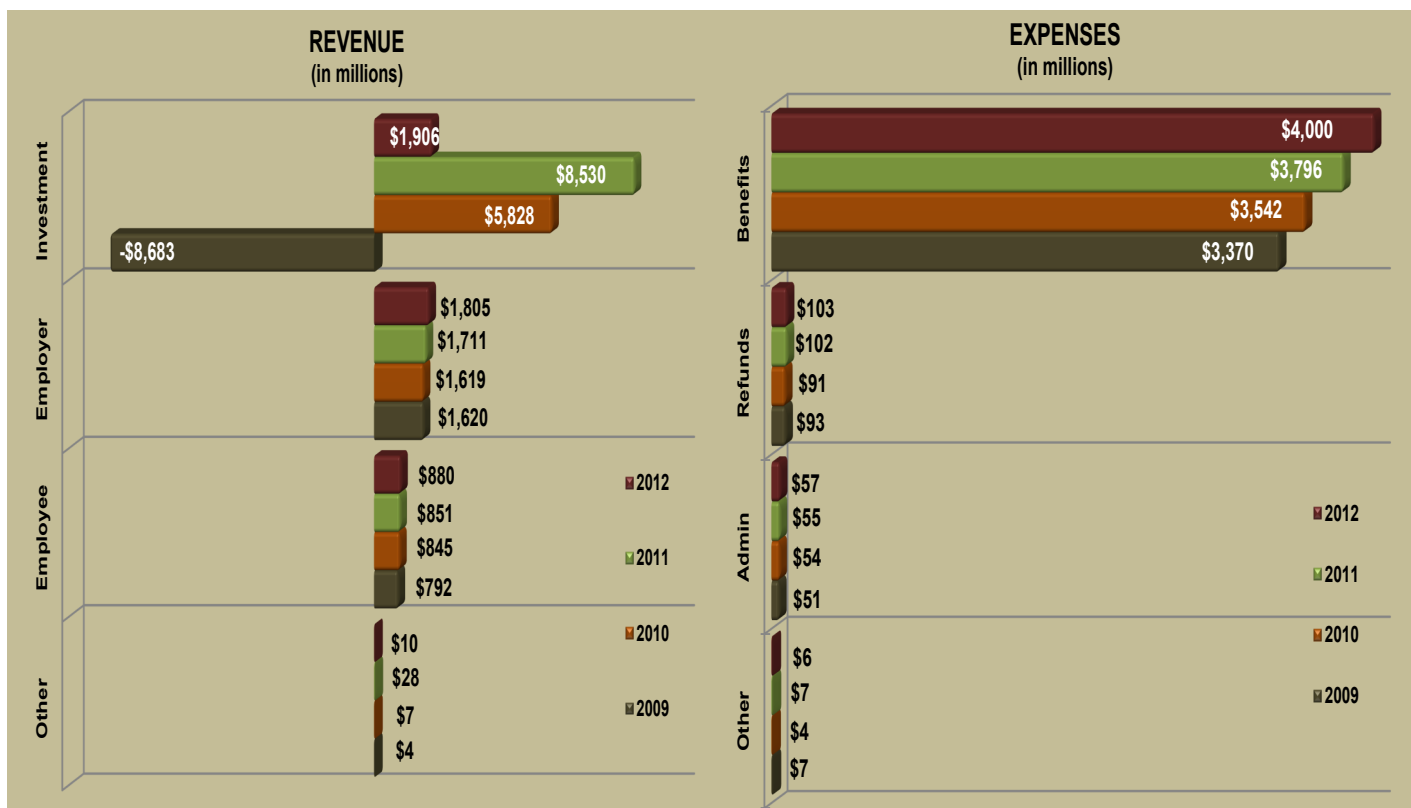
Public pension plans serve many purposes. These purposes may include recruiting and retaining quality employees, being a part of a comprehensive compensation package, and facilitating retirement security. Inherently, the payment of benefits earned by membership is the primary obligation of PERS. A PERS ability to meet this obligation is correlated to receiving plan revenues. Plan revenues are comprised of employer and employee contributions as well as investment returns which typically comprise the majority of this revenue.

The investment environment of the last decade has resulted in higher recommended contribution levels. Additionally, as plan governing boards have modified plan assumptions in an effort to reflect the changing demographic and financial experience, plan contribution rates have been affected. Plan year 2012 aggregate contributions made by employers grew by \$94 million to \$1.8 billion. While it is important to remember public pension plans are viewed as long-term entities due to the perpetual nature of government, the necessity to meet annual budgetary requirements with increased plan contribution rates can pose challenges for supporting sponsors. The Government Finance Officers Association (GFOA) recommended in an October 2009 Best Practice that government employers contribute the full actuarially determined annual required contribution to assist in pension plan sustainability.

In Missouri, defined benefit plan sponsors recognize the value of contributing to the pension plan at the rate recommended by the plan's actuary. Approximately, 65% of Missouri's PERS received the full Annual Required Contribution (ARC) as recommended by the plan's actuary and, in fact, many have contributed at levels exceeding the ARC.

Plan Contribution Experience (89 Defined Benefit Plans)		
ARC Exceeded	ARC Contributed	ARC Not Contributed
32 plans	25 plans	32 plans

It is important to note contributions required by employees aggregately increased as well in plan year 2012 from \$851 million to \$880 million. As retirement plans become more mature, benefit payments continue to increase. In plan year 2012, benefit payments increased by \$204 million to a total of \$4 billion.



## ACTUARIAL ASSUMPTIONS

Because predicting the future is a difficult proposition, plan actuaries must provide recommendations of assumptions to be used and decided on by governing boards within defined benefit plans. These assumptions are key in determining the value of future liability and thereby plan contributions or costs. Actuarial assumptions generally fall into two broad categories of “Economic” which is tied to financial “behavior” and “Demographic” which is tied to people “behavior”. These assumptions assist in projecting future behaviors and benefit obligations.

Primary Economic assumptions include:

Interest Rate (Investment Rate of Return)  
Salary Increases and Payroll Growth  
Inflation

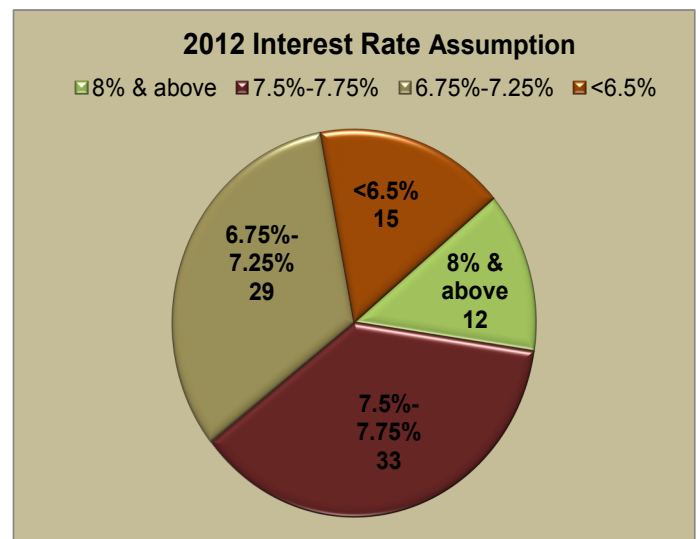
Primary Demographic assumptions include:

Retirement Rates, Turnover Rates  
Mortality

## INVESTMENT RATES OF RETURN

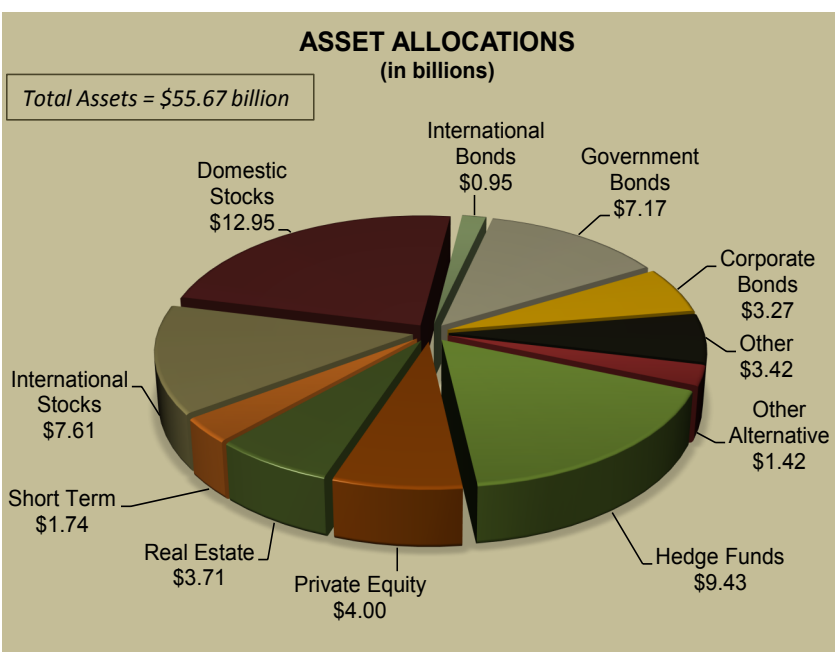
With the investment boom of the 1990s, many plan investment strategies were modified and in some instances, plan interest rate assumptions were increased. The investment market environment since the turn of the century has contributed to re-evaluation of the reasonableness of these interest rate assumptions going forward. From 2009 to 2012, governing bodies decreased the investment rate of return assumption for 28 PERS. Five of these plans have experienced more than one decrease in this assumption since 2009.

The investment assumptions used by Missouri PERS ranged from 4.75% to 8.25% in plan year 2012. With plan year 2013, the high end of the assumptions will decrease from 8.25% to 8.00%. The median investment assumption for plan year 2012 was 7.5%. Determination of appropriate assumptions will be a key consideration into the future.



## STATUTORY INVESTMENT REQUIREMENTS

Chapter 105, which governs Missouri’s public pension plans, contains provisions relative to plan investments and fiduciary responsibilities of plan boards. Specifically, Section 105.688 outlines the “Prudent Person Rule” which requires plan fiduciaries to “*discharge his or her duties in the interest of the participants in the system and their beneficiaries and shall act with the same care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a similar capacity and familiar with those matters would use in the conduct of a similar enterprise with similar aims.*”



Given income derived from investments is the driving force behind plan revenue, it is crucial fiduciaries develop and review investment policies and strategies. Each plan Board of Trustees sets its investment policy based on the fiduciary standards mentioned above. The chart to the left outlines aggregate plan year 2012 asset allocation utilized by Missouri’s PERS. With this year’s report, the investment categories “Private Equity”, “Hedge Funds” and “Other Alternative” were added to better capture utilized asset classes.



## NATIONAL ISSUES

Public pension issues continue to be highlighted across the country. Media reports range from six figure pension benefits to private lobbyist receipt of public pensions. On the whole, these types of issues are not representative of pension plan experience in Missouri.

### MUNICIPAL BANKRUPTCY

Garnering significant attention in 2013 was the bankruptcy filing of the City of Detroit, MI. In the largest municipal bankruptcy filing in the United States, Detroit sought bankruptcy protection in July. A December ruling of the United States Bankruptcy Court allows the City to qualify as a debtor under Federal Chapter 9 Bankruptcy code. Included in this process was pension benefits being a contract and therefore subject to bankruptcy proceedings as other contracts. With an appeal in process, this case will be watched by cities and public pension stakeholders across the country.

### GASB'S STATEMENTS ON PENSION ACCOUNTING & FINANCIAL REPORTING BY EMPLOYERS

In June 2012, the Governmental Accounting Standards Board (GASB) issued two Statements relative to public pension plans covering state and local government employees. Statement No. 67, *Financial Reporting for Pension Plans* and Statement No. 68, *Accounting and Financial Reporting for Pensions* will affect reporting associated primarily with defined benefit public pension plans and will separate accounting procedures from pension funding processes. These statements are the result of a multi-year study of state and local government pension plan reporting with several meetings being held to receive input from stakeholders. Once implemented, these statements will significantly modify the pension-related information contained in a public employer's financial statements. Implementation dates for the statements are for financial statements for periods beginning after June 15, 2014 (Statement 67) and for fiscal years beginning after June 15, 2014 (Statement 68). Statements 67 and 68 can be found at: [www.gasb.org](http://www.gasb.org).

### CREDIT RATING METHODOLOGIES

In 2013, one of the major credit rating agencies announced they would be calculating public pension liability under a new methodology. This method will utilize a lower discount rate when calculating pension liability for the associated political subdivision. This rate will be the long term bond index rate which is often several percentage points lower than rates traditionally used by public pension plans. By using a different, lower discount rate, the resulting pension liability may be substantially greater than results using the traditional rate. It is yet to be realized how this modification may affect pension plan supporting sponsors and bond ratings. More information regarding this change of methodology can be accessed at: [www.moodys.com/researchdocumentcontentpage.aspx?docid=PBM\\_PBM151398](http://www.moodys.com/researchdocumentcontentpage.aspx?docid=PBM_PBM151398)

### FEDERAL LEGISLATION

The United States Congress continues to be confronted with issues of high priority and of great challenge. Members will make decisions in policy affecting this country both in the short and long term. Included in these policy decisions could be components of public pension dynamics. With public pensions routinely being the subject of special reviews, reports and examination, it is reasonable to assume policymakers on all levels of government will continue to address public pensions. With limited legislation passed in 2013 relative to public pension plans, it is difficult to speculate the level of legislation activity that will be tied to public pensions. Information relative to individual bills filed may be access at <http://thomas.loc.gov/>



## STATE ISSUES

As the Second Regular Session of the Missouri 97th General Assembly convenes, these legislators will face issues not unlike their Congressional counterparts. Budgetary issues will continue to be the dominate topic from which all other subjects are addressed. While the State appropriation process may not directly affect some of Missouri's public pension plans, a primary source of revenue for all plans is the Missouri taxpayer. This fundamental concept continues to be paramount when the General Assembly is setting public policy in all areas. To monitor pension related legislation during the 2014 legislative session, please feel free to access the JCPER Legislative Status Report via our website at [www.jcper.org/legsheet.pdf](http://www.jcper.org/legsheet.pdf).

The JCPER monitored 51 pension related bills during the 2013 legislative session. Eight of these bills were signed into law. These bills include:

Bill Number	Plan(s) Affected	Provision Passed
<u>Senate Bill 17</u>	PSRS/PEERS & KC PSRS	-Permanently extends "25 & Out" provision (PSRS/PEERS) -Extends 2.55% multiplier for 31+ years of service to 07/01/14 (PSRS Only) -Creates new benefit tier for members hired on or after 01/01/14 (KCPSRS)
<u>Senate Bill 23</u>	KC PSRS	-Creates new benefit tier for members hired on or after 01/01/14 (KCPSRS)
<u>Senate Bill 100</u>	Bankruptcy Exemptions	-Includes interest in health savings plans and inherited accounts to exemption list relative to bankruptcy
<u>House Bill 116</u>	All Public Pension Plans, Kansas City Police Employee Retirement Systems, St. Louis Police Retirement System	-Allows State Auditor to audit all public employee retirement systems -Creates new benefit tier for members hired on or after 08/28/13 (KC Police) -Reduces service requirement associated with disability from 10 to 5 years and modifies disability determination process (St. L Police)
<u>House Bill 233</u>	MOSERS, MPERS, Judges, All Public Pension Plans	-Clarification of existing statutory provisions (MOSERS/MPERS/Judges) -Requires the most recent periodic actuarial valuation to be used when determining a plan's funded ratio in meeting the 80% funded requirement to enact benefit enhancements (All Public Plans)
<u>House Bill 336</u>	St. Louis Police Retirement System	-Reduces service requirement associated with disability from 10 to 5 years and modifies disability determination process
<u>House Bill 418</u>	Kansas City Police Employee Retirement Systems	-Creates new benefit tier for members hired on or after 08/28/13
<u>House Bill 722</u>	St. Louis Police Retirement System	-Reduces service requirement associated with disability from 10 to 5 years and modifies disability determination process

## CONCLUSION

As unprecedented challenges for public pension plans nationwide continue to exist, the mission of the JCPER has never been more important. The existence of the committee was a direct response to the very public concerns of the stability of public plans in the early 1980s. Established in 1983, the JCPER serves as the centralized reporting and analytic entity for Missouri's public pension plans. While some may argue the issues facing public plans today are the same faced in the 1980's, these same plans also must address the maturing of their plans and the growing number of baby boomers opting for retirement and exiting the workforce. This is a new and incremental factor impacting benefit reserves that is intensified with continuing effects of the last decade's investment market experience. In light of the continued reaction to public plan experience, it is imperative the General Assembly insist on proper disclosure of plan information and ensure transparency associated with substantial proposed changes affecting these plans and their participants.

### A LOOK AHEAD

Preliminary plan year 2013 data indicates a positive year for plan investments. After a lackluster investment returns in plan year 2012, many plans experienced double digit investment returns in 2013. For the plans received to date, aggregate investment returns exceeded \$5.6 billion in plan year 2013. These gains will assist in mitigating plan contribution increases and work toward the goal of continued plan sustainability. As with previous gains and losses, plans will typically recognize these gains gradually over each plan's smoothing period.



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## DEFINED BENEFIT PLANS

It should be noted that data included  
in these appendices reflect  
PERS information from plan year 2012

# AFFTON FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 33 Inactive: 25

## CONTRIBUTIONS:

Employer: \$1,296,091 Employee: \$176,944

## BENEFITS:

### Normal Retirement Formula:

52% of compensation  
Reduced 2% per year less 30 Years  
Supplemental Benefit: \$500 monthly to Age 62

### Normal Retirement Eligibility:

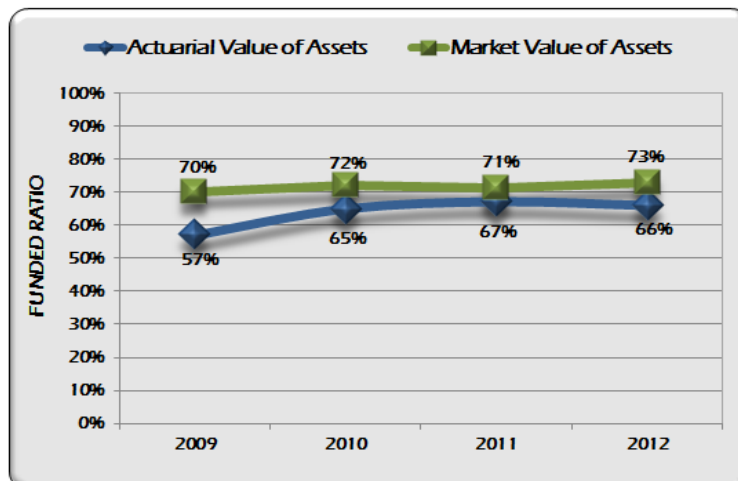
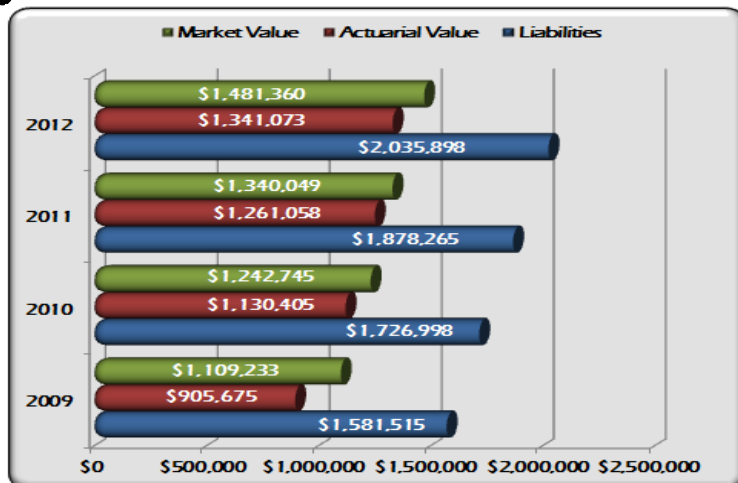
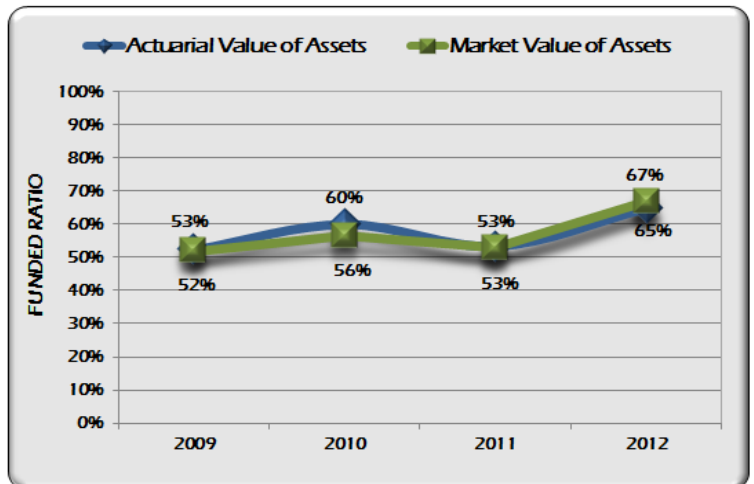
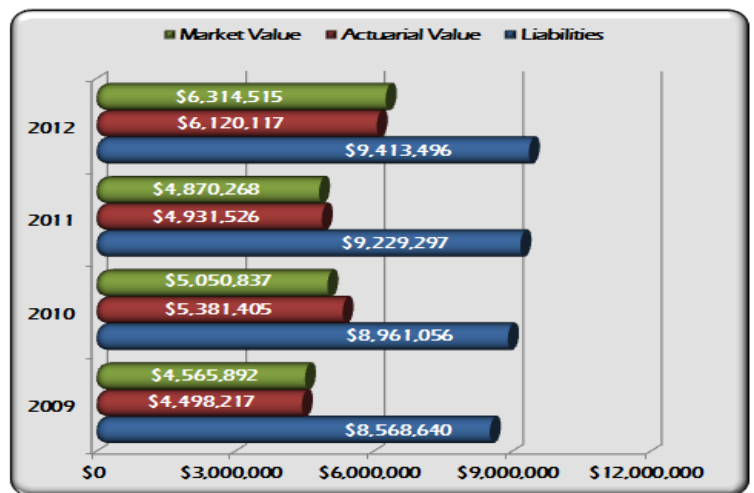
Age 60 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6.5% Salary: 3.5%



# ANTONIA FIRE PROTECTION DISTRICT PENSION PLAN

## MEMBERSHIP:

Active: 16 Inactive: 5

## CONTRIBUTIONS:

Employer: \$58,078 Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

2.25% of compensation for first 24 years of service  
plus 1% for next 6 years of service  
*Formula frozen 1/1/09*

### Normal Retirement Eligibility:

Age 55 or 30 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6%

Plan Frozen effective January 2009

Joined LAGERS in 2012

# ARNOLD POLICE PENSION PLAN

## MEMBERSHIP:

Active: 47 Inactive: 4

## CONTRIBUTIONS:

Employer: \$436,396 Employee: \$210,765

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation times years of service  
Maximum: 75% of compensation

### Normal Retirement Eligibility:

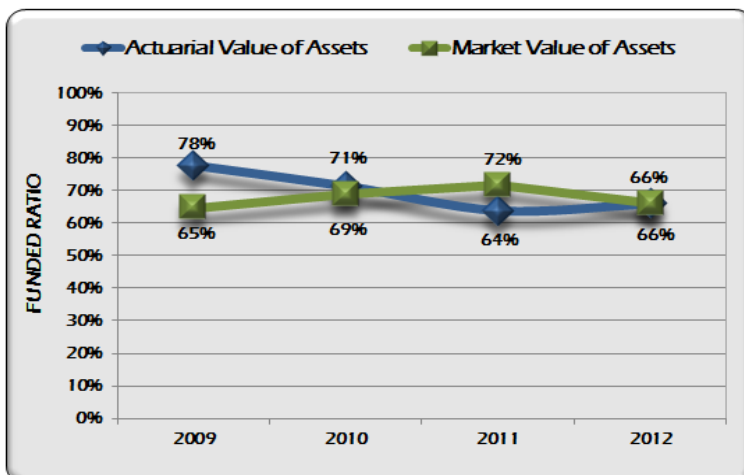
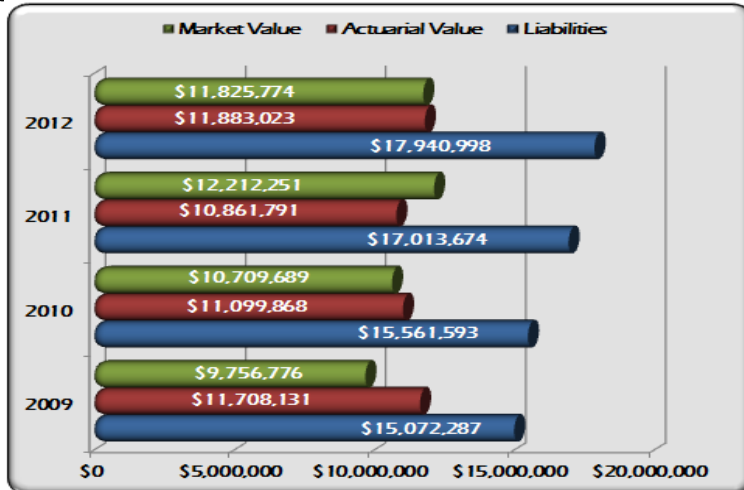
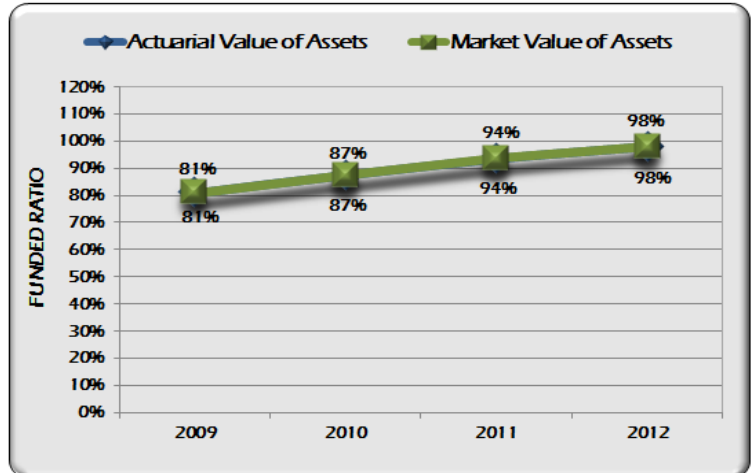
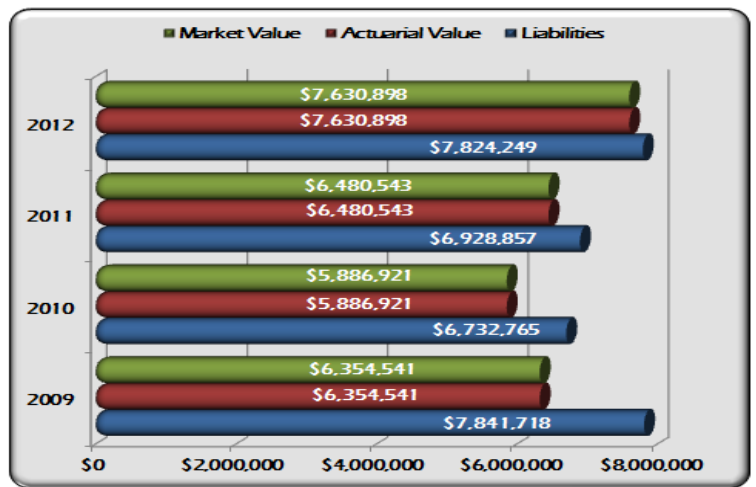
Age 55 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6.5% Salary: 4.5%



# BERKELEY POLICE & FIRE PENSION FUND

## MEMBERSHIP:

Active: 74 Inactive: 47

## CONTRIBUTIONS:

Employer: \$225,619 Employee: \$226,593

## BENEFITS:

### Normal Retirement Formula:

50% of compensation for first 20 years of service plus 1% for next 5 years of service  
Maximum: 55% of compensation

### Normal Retirement Eligibility:

Age 55 with 10 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 3%  
Percent of CPI: 50%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4%

# BI-STATE DEVELOPMENT AGENCY DIVISION 788, A.T.U.

## MEMBERSHIP:

Active: 1,288

Inactive: 1,060

## CONTRIBUTIONS:

Employer: \$6,904,988

Employee: \$2,345,111

## BENEFITS:

### Normal Retirement Formula:

\$40 times years of service for those retiring with less than 25 years of service

\$55 times years of service for those retiring with 25 or more years of service

### Normal Retirement Eligibility:

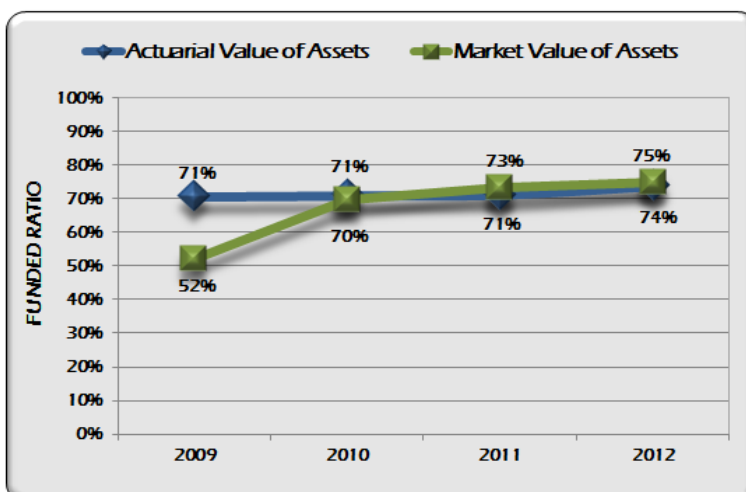
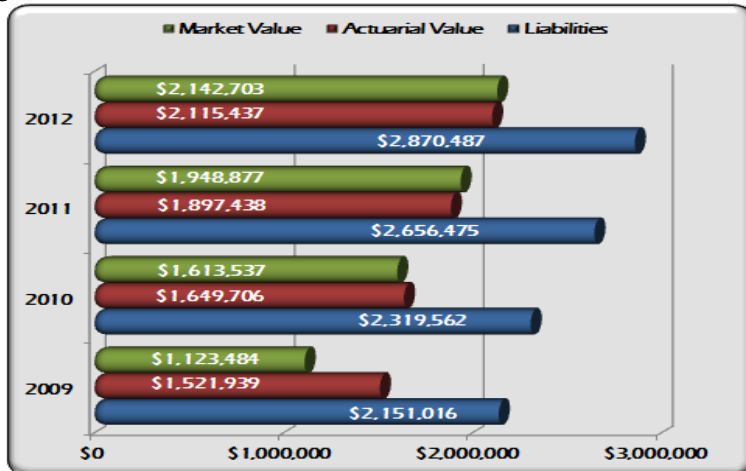
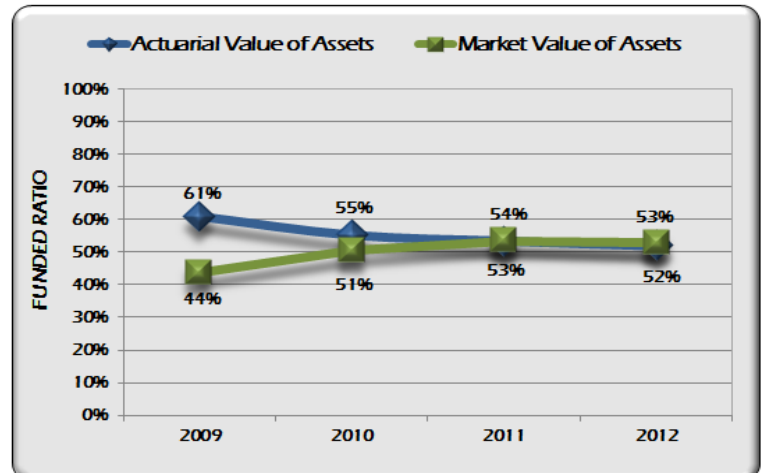
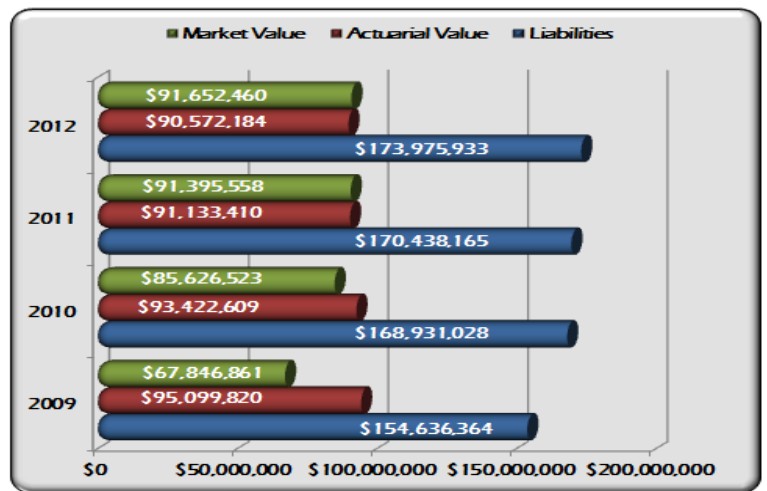
25 years of service, age 65, or age 55 with 20 years of service

Social Security Coverage: Yes

COLA: Ad Hoc COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.25%



# BI-STATE DEVELOPMENT AGENCY LOCAL 2 I.B.E.W.

## MEMBERSHIP:

Active: 59

Inactive: 9

## CONTRIBUTIONS:

Employer: \$145,805

Employee: \$62,343

## BENEFITS:

### Normal Retirement Formula:

\$60 times years of service

### Normal Retirement Eligibility:

25 years of service, or age 65 with 12 years of service

Social Security Coverage: Yes

COLA: Ad Hoc COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.25%

## BI-STATE DEVELOPMENT AGENCY DIVISION 788, CLERICAL UNIT, A.T.U.

### MEMBERSHIP:

Active: 50 Inactive: 73

### CONTRIBUTIONS:

Employer: \$404,497 Employee: \$106,691

### BENEFITS:

#### Normal Retirement Formula:

\$40 times years of service for those retiring with less than 25 years of service;  
\$55 times years of service for those retiring with 25 or more years of service

#### Normal Retirement Eligibility:

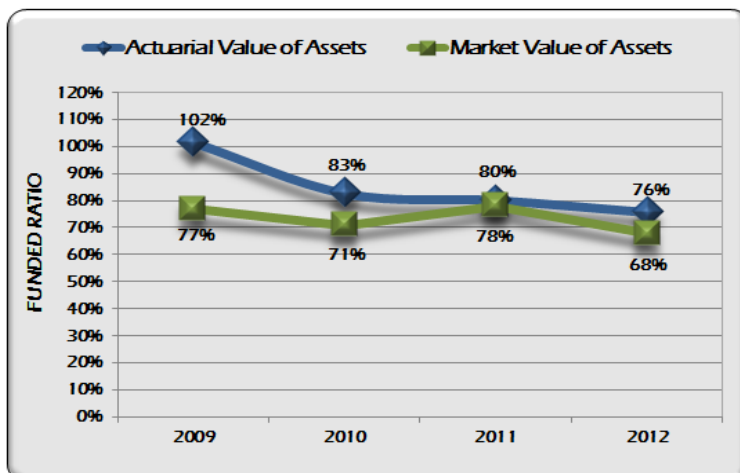
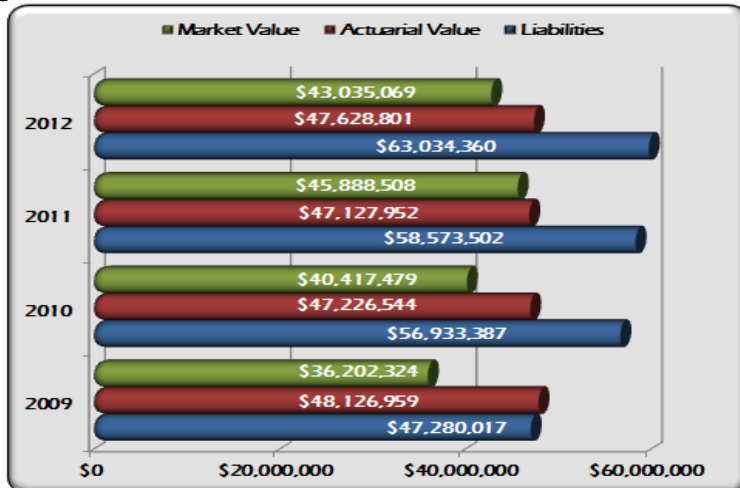
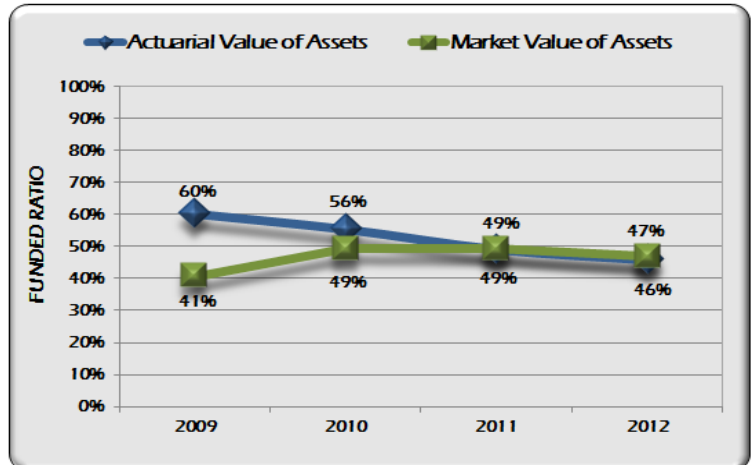
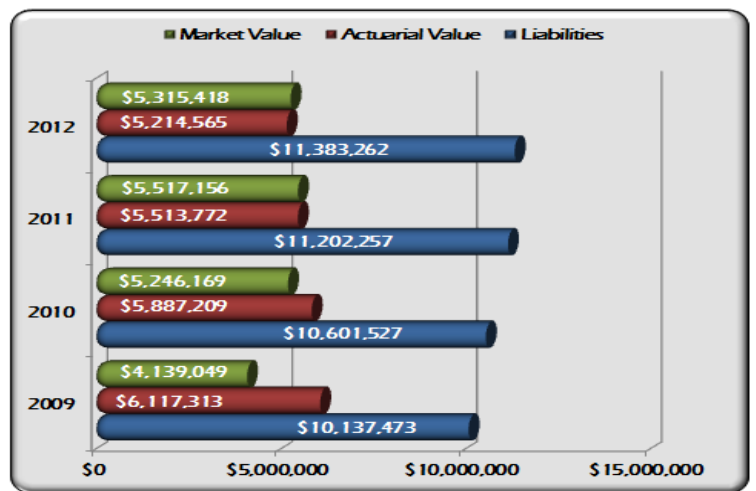
25 years of service, or age 65 with 10 years of service

Social Security Coverage: Yes

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.25%



## BI-STATE DEVELOPMENT AGENCY SALARIED EMPLOYEES

### MEMBERSHIP:

Active: 483 Inactive: 480

### CONTRIBUTIONS:

Employer: \$3,129,976  
Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

1.5% of compensation times years of service

#### Normal Retirement Benefits:

Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4.5%

# BLACK JACK FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 36 Inactive: 10

## CONTRIBUTIONS:

Employer: \$833,119  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

Uniformed: \$93 times years of service  
Non-Uniform: \$45 times years of service  
Supplemental Benefit for both groups to age 62:  
Estimated Social Security Benefit  
Additional Uniformed Supplemental Benefit to age 65: \$20 times years of service

### Normal Retirement Eligibility:

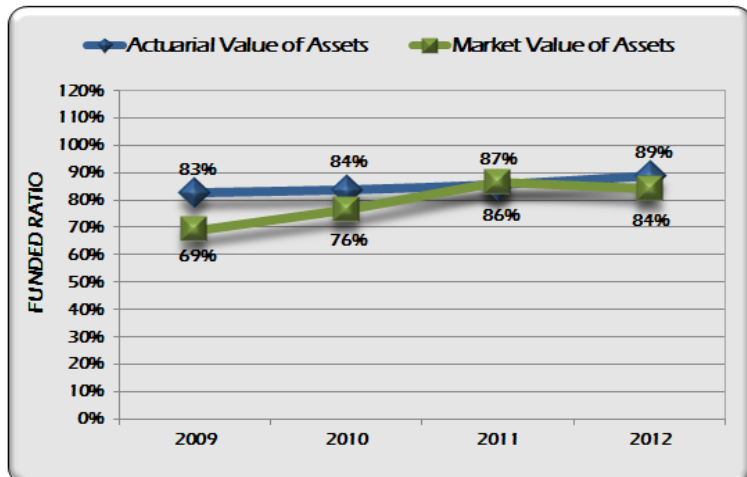
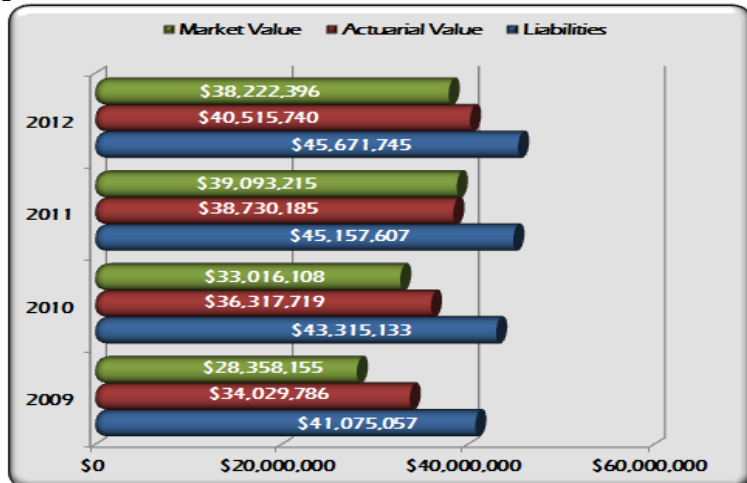
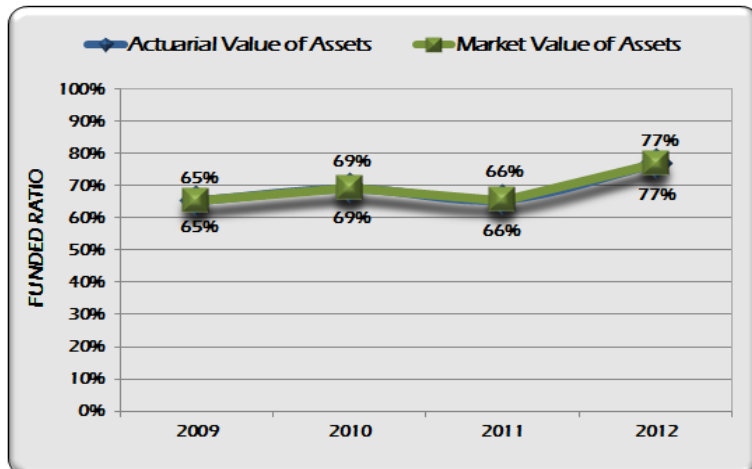
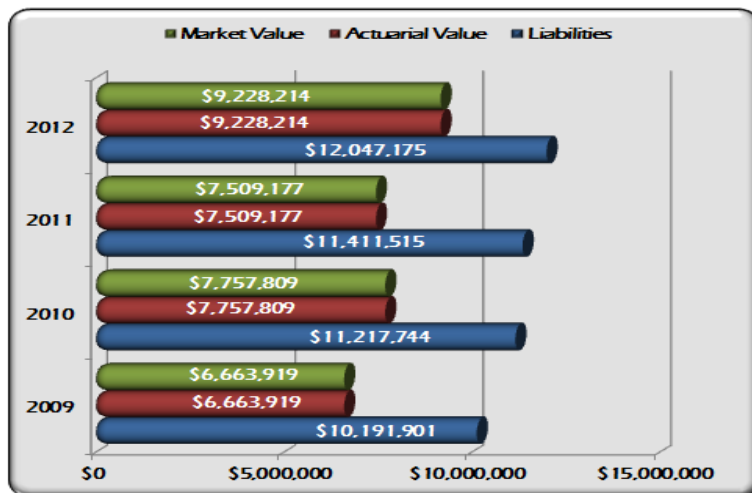
Age 60 or 30 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7%



# BOTHWELL REGIONAL HEALTH CENTER RETIREMENT PLAN

## MEMBERSHIP:

Active: 400 Inactive: 531

## CONTRIBUTIONS:

Employer: \$2,476,962  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

1.2% of compensation times years of service

### Normal Retirement Eligibility:

Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 5.5%

Plan closed June 2006

## BRENTWOOD POLICE & FIREMEN'S RETIREMENT FUND

### MEMBERSHIP:

Active: 50 Inactive: 30

### CONTRIBUTIONS:

Employer: \$862,493 Employee: \$238,777

### BENEFITS:

#### Normal Retirement Formula:

3.50% of compensation for first 20 years of service,  
plus 1% for next 10 years of service

#### Normal Retirement Eligibility:

Age 55 with 20 years of service

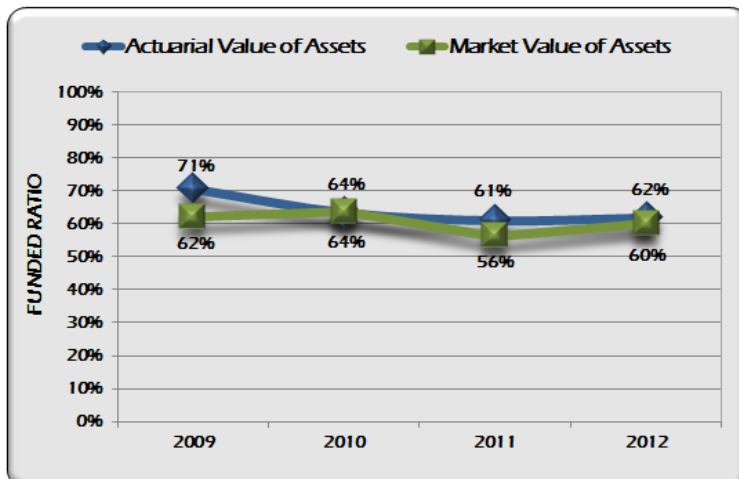
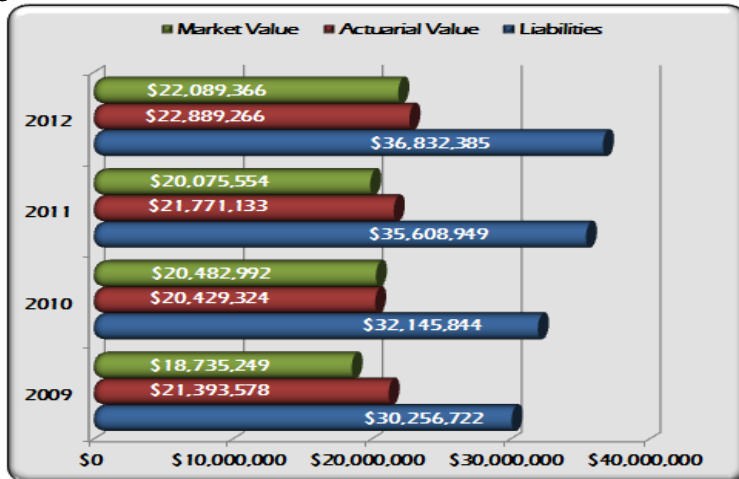
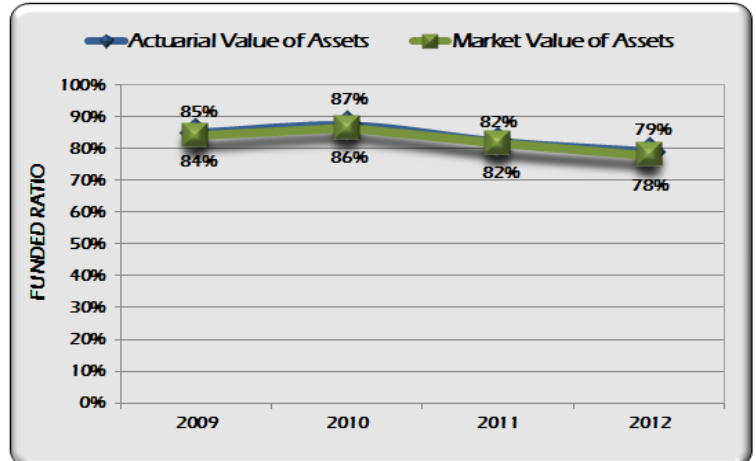
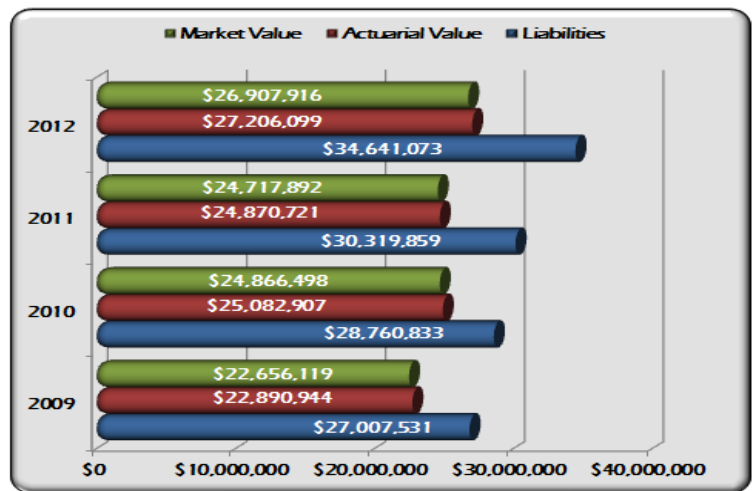
#### Social Security Coverage: No

#### COLA: Annual Amount Maximum: 2%

'CAP'-Total Maximum: 20%

### ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 5%



## BRIDGETON EMPLOYEES RETIREMENT PLAN

### MEMBERSHIP:

Active: 124 Inactive: 133

### CONTRIBUTIONS:

Employer: \$1,000,000  
Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation times years of service

#### Normal Retirement Eligibility:

Age 60 with 5 years of service

#### Social Security Coverage: Yes

#### COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4.5%

Plan frozen to new entrants as of 1-1-12

# CARTHAGE POLICE & FIREMEN'S PENSION PLAN

## MEMBERSHIP:

Active: 50

Inactive: 43

## CONTRIBUTIONS:

Employer: \$299,056

Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation for first 20 years of service,  
plus 1% for next 15 years of service

### Normal Retirement Eligibility:

Age 58 with 10 years of service

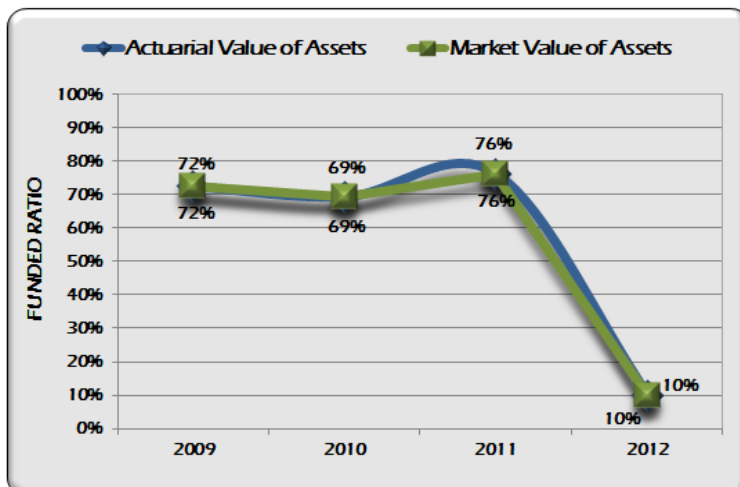
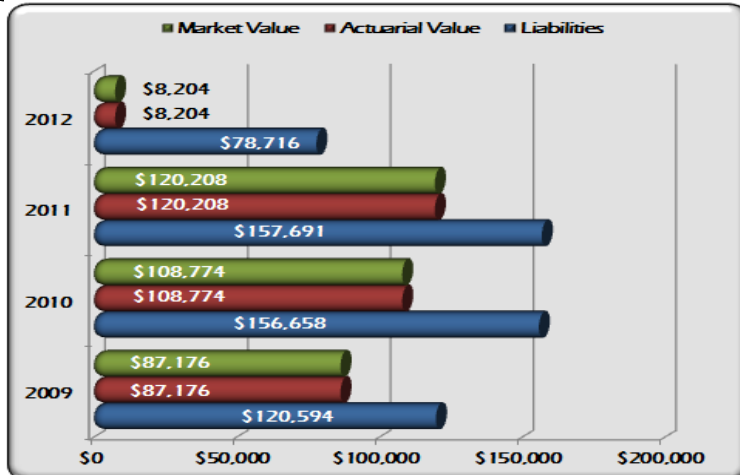
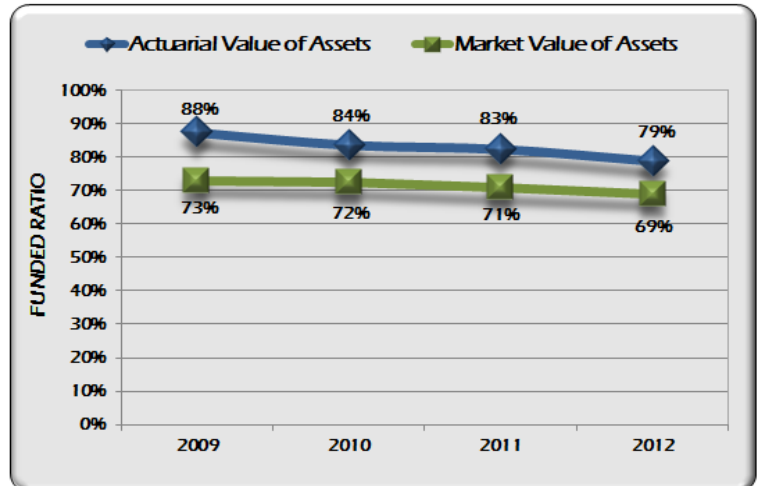
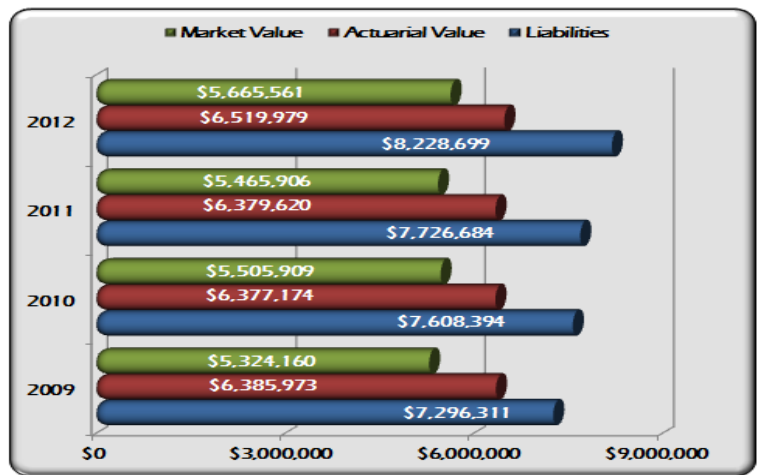
Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7%

Salary: 3.5%



# CEDAR HILL FIRE PROTECTION DISTRICT LENGTH OF SERVICE AWARDS PROGRAM

## MEMBERSHIP:

Active: 30

Inactive: 15

## CONTRIBUTIONS:

Employer: \$28,374

Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

\$15 per month times years of service

Maximum: \$450 per month

Life annuity guaranteed for 10 years

### Normal Retirement Eligibility:

Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 4.75%

## CLAYTON NON-UNIFORMED EMPLOYEES PENSION PLAN

### MEMBERSHIP:

Active: 90 Inactive: 76

### CONTRIBUTIONS:

Employer: \$400,000 Employee: \$67,686

### BENEFITS:

#### Normal Retirement Formula:

1.5% of compensation times years of service  
Maximum: 60% of compensation

#### Normal Retirement Eligibility:

Age 60 with 5 years of service

Social Security Coverage: Yes

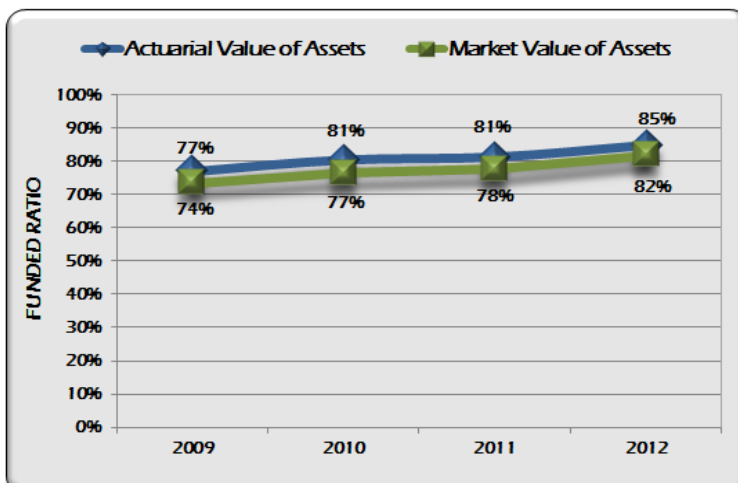
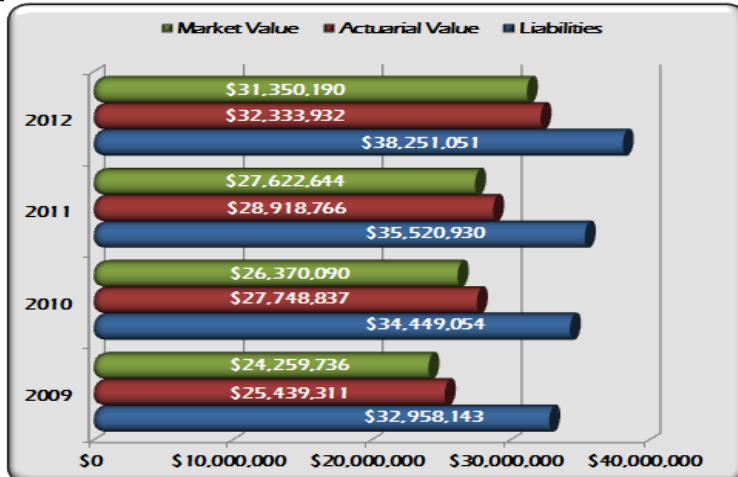
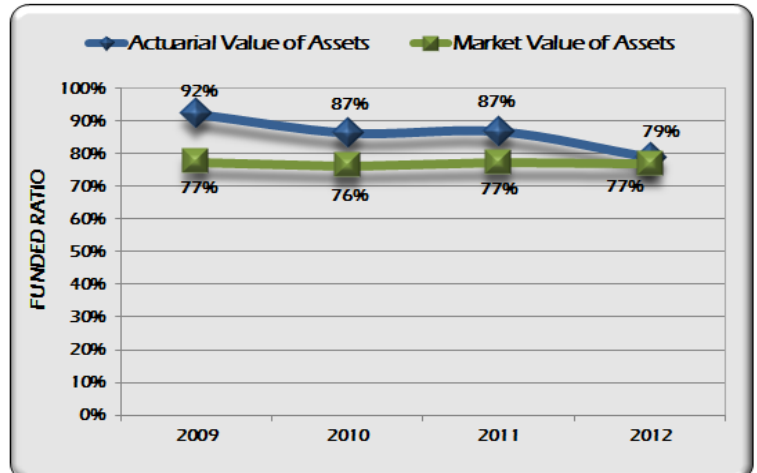
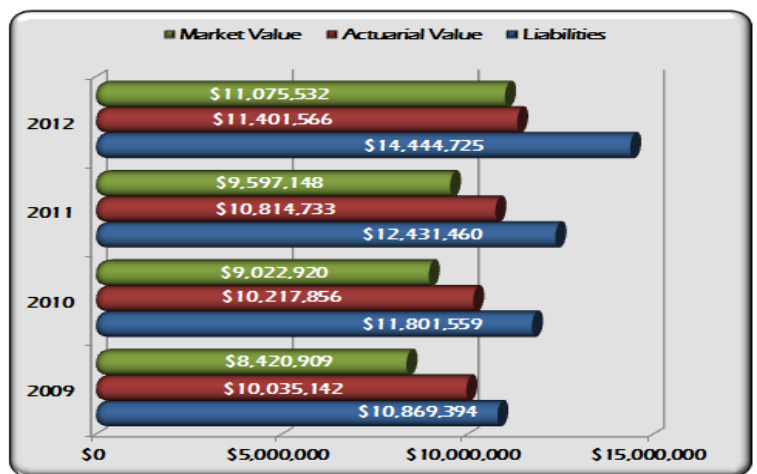
COLA: Annual Amount Maximum: 2%

Percent of CPI: 100%

'CAP'-Total Maximum: 25%

### ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 4.5%



## CLAYTON UNIFORMED EMPLOYEES PENSION PLAN

### MEMBERSHIP:

Active: 76 Inactive: 75

### CONTRIBUTIONS:

Employer: \$965,627 Employee: \$229,125

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation times years of service  
Maximum: 60% of compensation

#### Normal Retirement Eligibility:

Age 55 with 10 years of service;  
Age 50 with 25 years of service;  
Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 2%

Percent of CPI: 100%

'CAP'-Total Maximum: 25%

### ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 3.5%

# COLUMBIA FIREMENS' RETIREMENT PLAN

## MEMBERSHIP:

Active: 128 Inactive: 124

## CONTRIBUTIONS:

Employer: \$3,995,869 Employee: \$1,207,217

## BENEFITS:

### Normal Retirement Formula:

3.5% of compensation for first 20 years of service,  
plus 2% for next 5 years of service  
Maximum: 80% of compensation;  
2% of compensation for less than 20 years of service

### Normal Retirement Eligibility:

Age 65 or 20 years of service

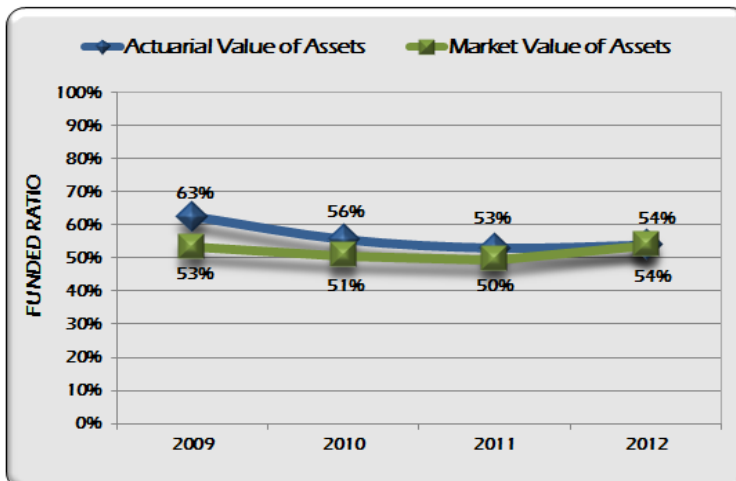
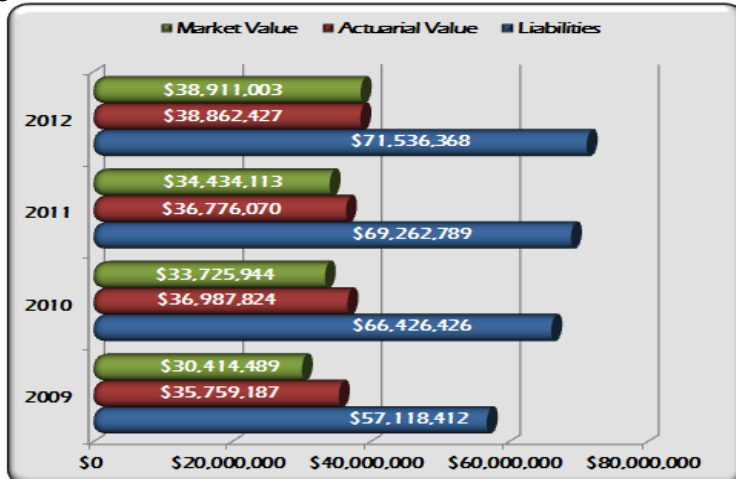
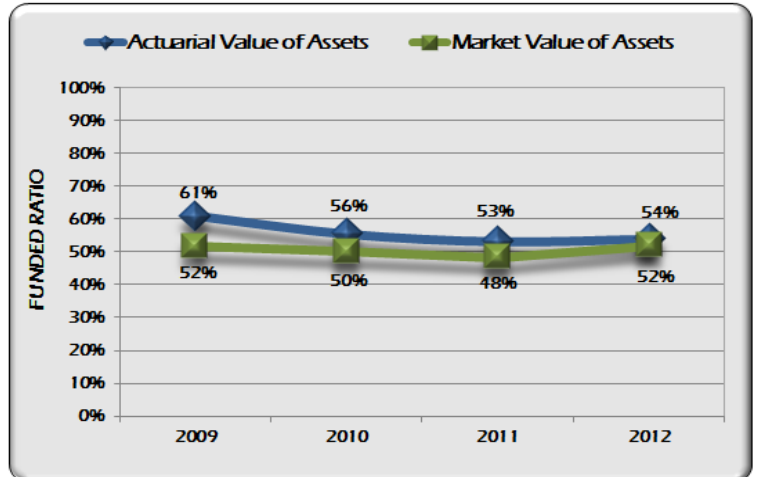
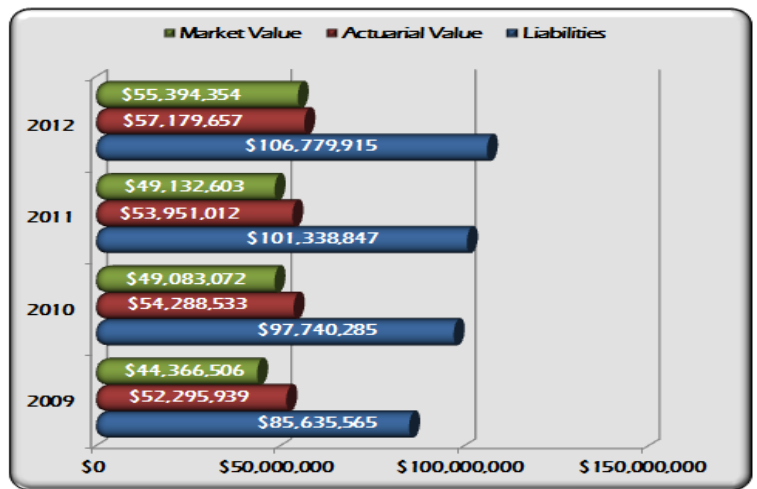
Social Security Coverage: No

COLA: Annual Amount Minimum: 2%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 3.5%

Deferred Retirement Option Plan



# COLUMBIA POLICE RETIREMENT PLAN

## MEMBERSHIP:

Active: 146 Inactive: 149

## CONTRIBUTIONS:

Employer: \$3,153,367 Employee: \$303,320

## BENEFITS:

### Normal Retirement Formula:

3% of compensation for first 20 years of service,  
plus 2% for next 5 years of service  
Maximum: 70% of compensation

### Normal Retirement Eligibility:

20 years of service, or age 65

Social Security Coverage: Yes

COLA: Annual Amount Minimum: .6%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 3.5%

Deferred Retirement Option Plan

# COMMUNITY FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 61 Inactive: 3

## CONTRIBUTIONS:

Employer: \$1,179,871  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

56% of compensation or the actuarial equivalent of participants prior Defined Contribution balance

### Normal Retirement Eligibility:

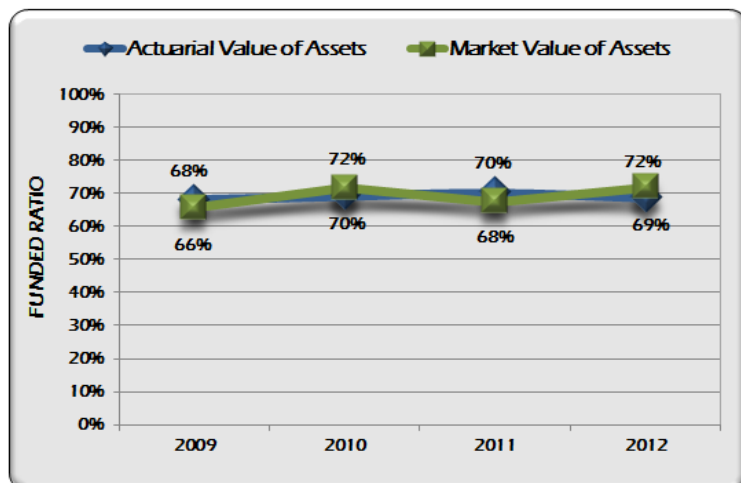
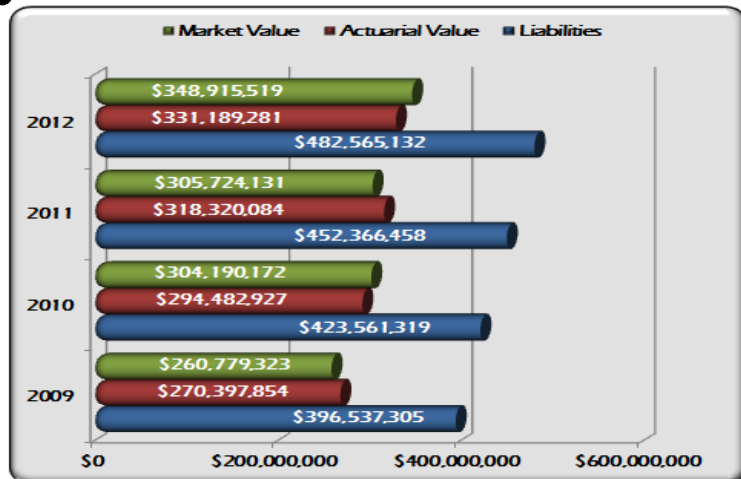
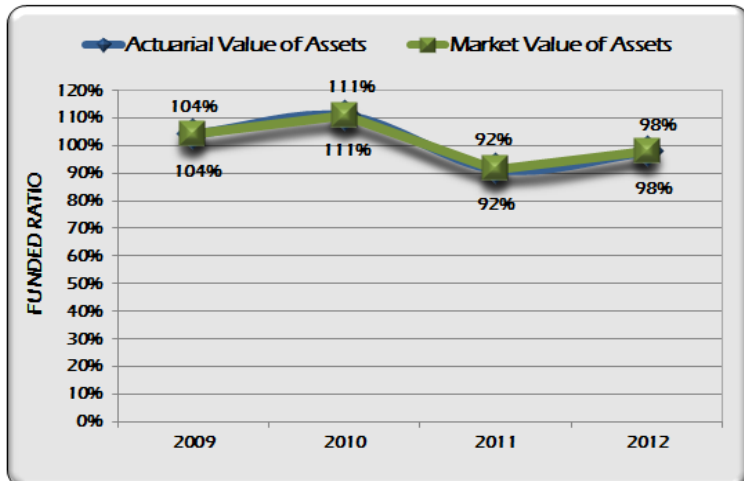
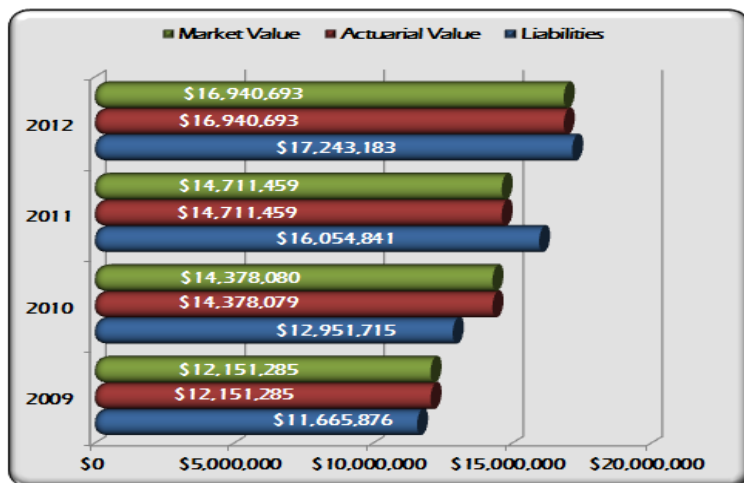
Age 62 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 4%



# COUNTY EMPLOYEES RETIREMENT FUND

## MEMBERSHIP:

Active: 10,891 Inactive: 5,496

## CONTRIBUTIONS:

Employer: \$19,919,125 Employee: \$10,562,894

## BENEFITS:

### Normal Retirement Formula:

\$29 times years of service  
Greater of Flat Dollar formula, TRR formula-Social Security offset, or Prior Plan formula.

### Normal Retirement Eligibility:

Age 62 with 8 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 1%  
'CAP'-Total Maximum: 50%  
Percent of CPI: 100%

## ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 3%

### Defined Contribution Plan

See corresponding information in defined contribution section

## CREVE COEUR EMPLOYEES RETIREMENT PLAN

### MEMBERSHIP:

Active: 62

Inactive: 91

### CONTRIBUTIONS:

Employer: \$1,389,538

Employee: \$40,580

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation times years of service; or  
1.7% of compensation times years of service, plus  
3% employer contribution to DC Plan;  
Maximum: 30 years of service

#### Normal Retirement Eligibility:

Age 65 with 8 years of service, or Rule of 85  
Uniformed: Age 55

Social Security Coverage: Yes

COLA: Ad Hoc COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

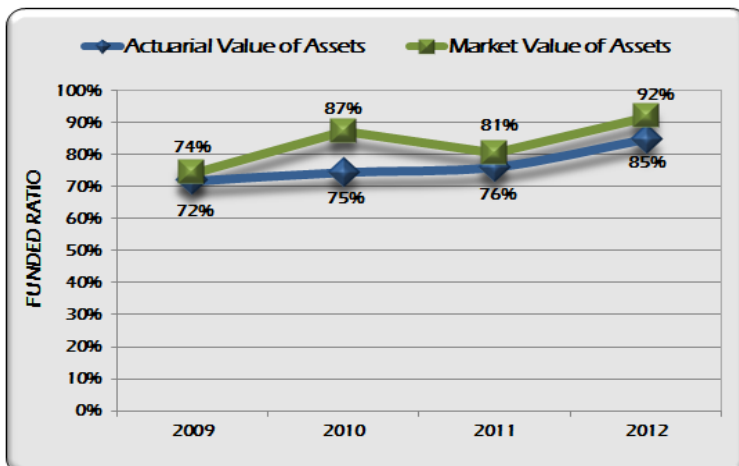
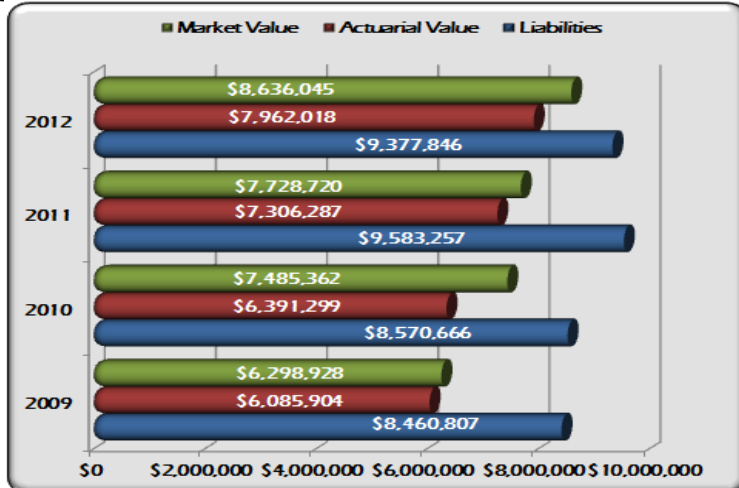
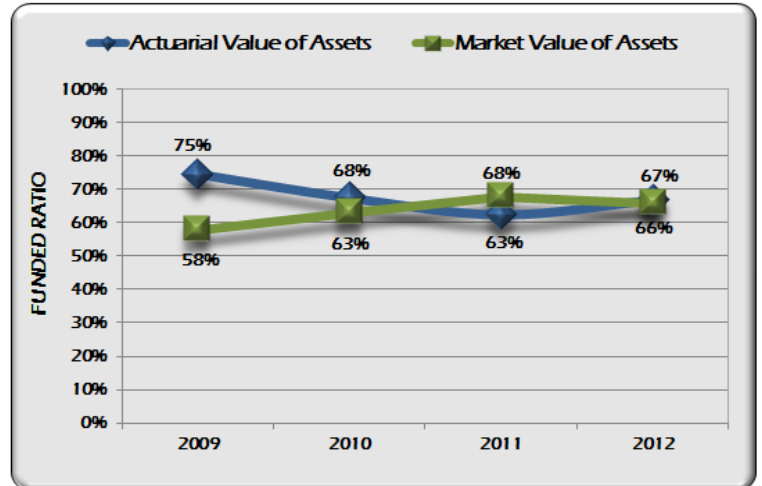
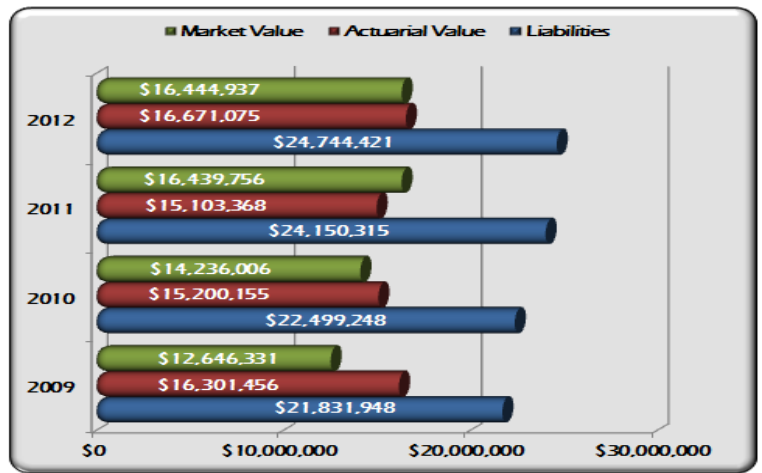
Salary: 5%

Deferred Retirement Option Plan

Defined Benefit Plan Closed June 2006

### Defined Contribution Plan

See corresponding information in defined contribution section



## CREVE COEUR FIRE PROTECTION DISTRICT RETIREMENT PLAN

### MEMBERSHIP:

Active: 55

Inactive: 32

### CONTRIBUTIONS:

Employer: \$592,656

Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

70% of compensation offset by 66.66% of primary Social Security Benefits at age 62, and defined contribution account

#### Normal Retirement Eligibility:

Age 55 with 20 years of service or 25 years of service

Social Security Coverage: Yes

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 4.25%

### Defined Contribution Plan

See corresponding information in defined contribution section

# EUREKA FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 33 Inactive: 19

## CONTRIBUTIONS:

Employer: \$290,300  
Employee: Non-Contributory

## BENEFITS:

**Normal Retirement Formula:**  
2.5% of compensation times years of service  
Maximum: 30 years of service

## Normal Retirement Eligibility:

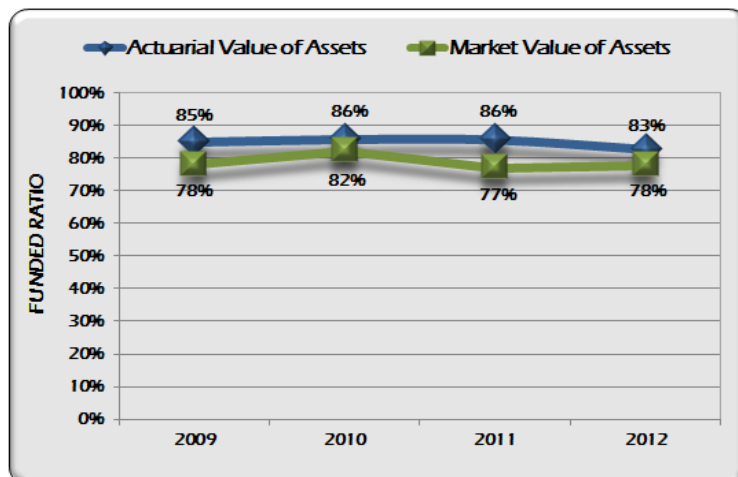
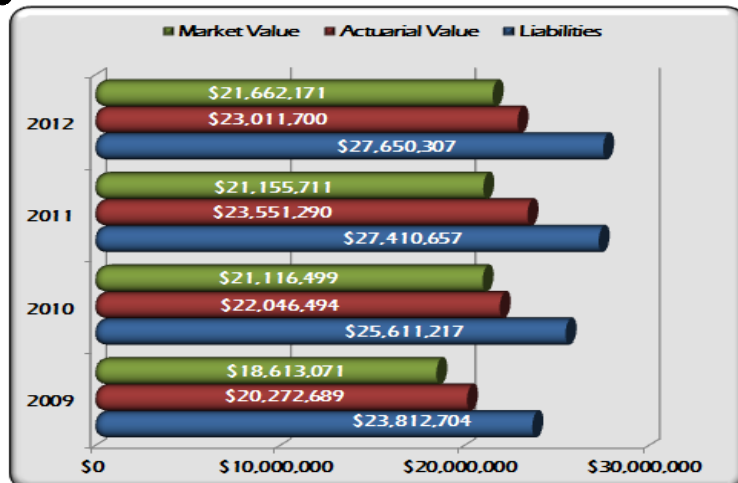
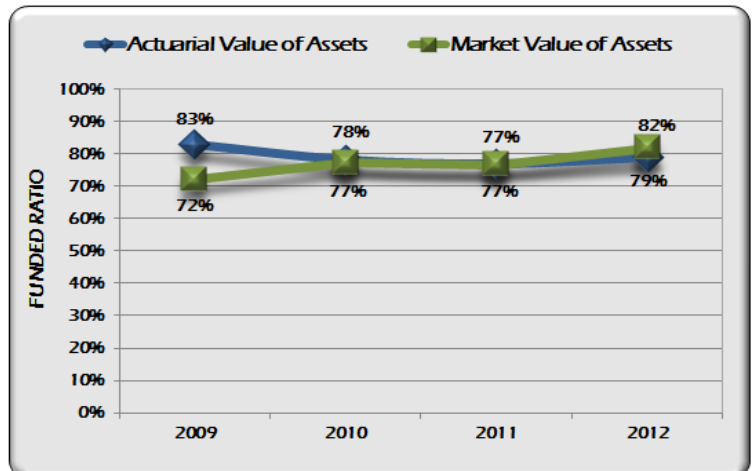
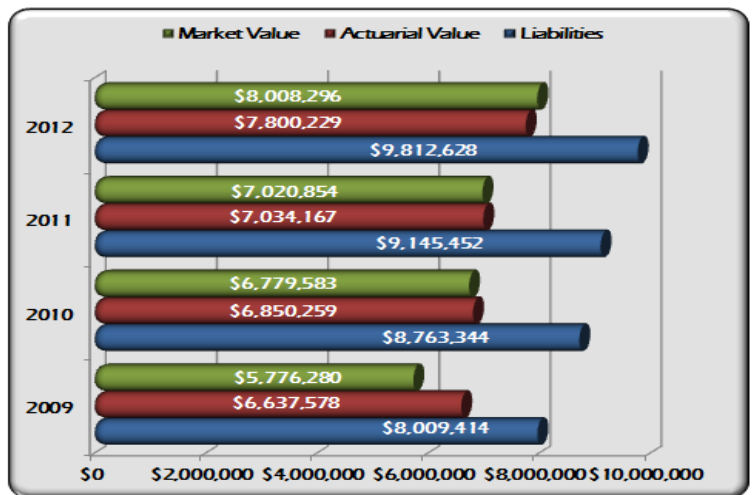
Age 55 with 5 years of service, or 30 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.0% Salary: 4.5%



# FENTON FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 57 Inactive: 21

## CONTRIBUTIONS:

Employer: \$937,799  
Employee: Non-Contributory

## BENEFITS:

**Normal Retirement Formula:**  
2.5% of compensation times years of service  
Maximum: 30 years of service  
Supplemental Benefit Age 55 to 65: \$13 times years of service (for service prior to 3/1/06 only)

## Normal Retirement Eligibility:

Age 55 with 15 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 3%

# FERGUSON PENSION PLAN

## MEMBERSHIP:

Active: 131 Inactive: 113

## CONTRIBUTIONS:

Employer: \$480,448  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

1.75% of compensation times years of service  
Supplemental Benefit: \$5 times years of service to Medicare eligibility (Maximum: \$150 per month)

### Normal Retirement Eligibility:

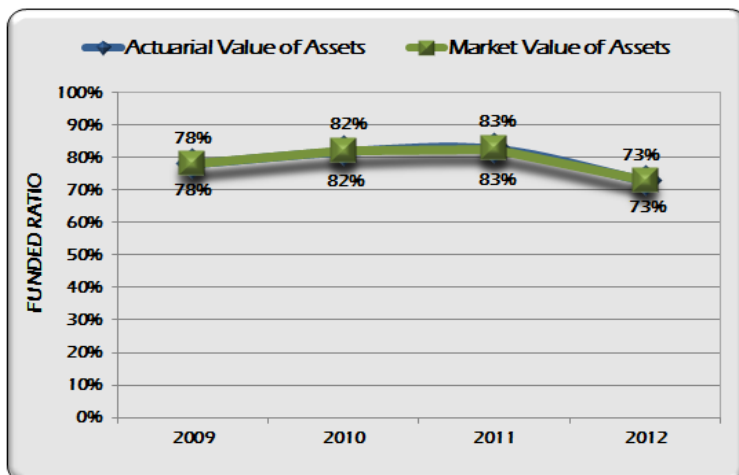
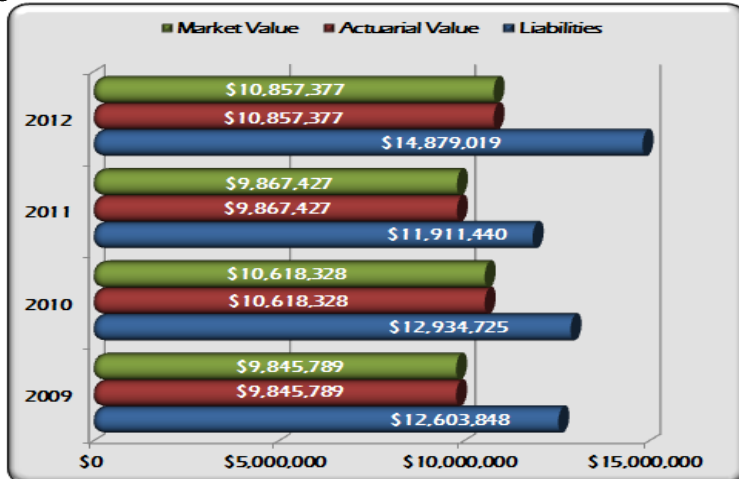
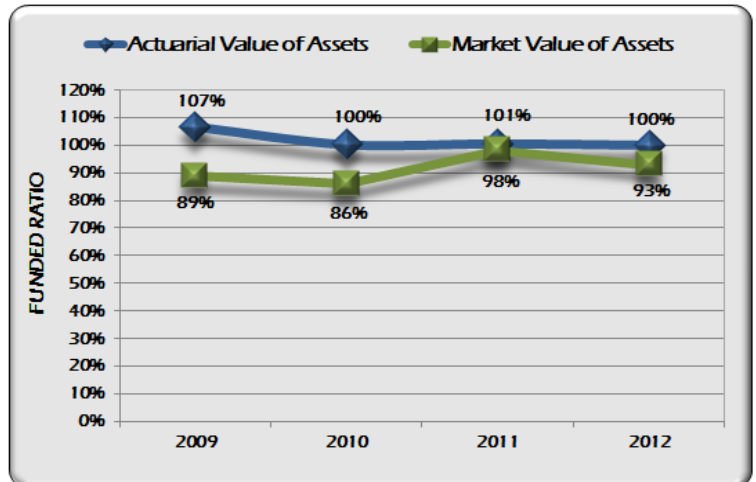
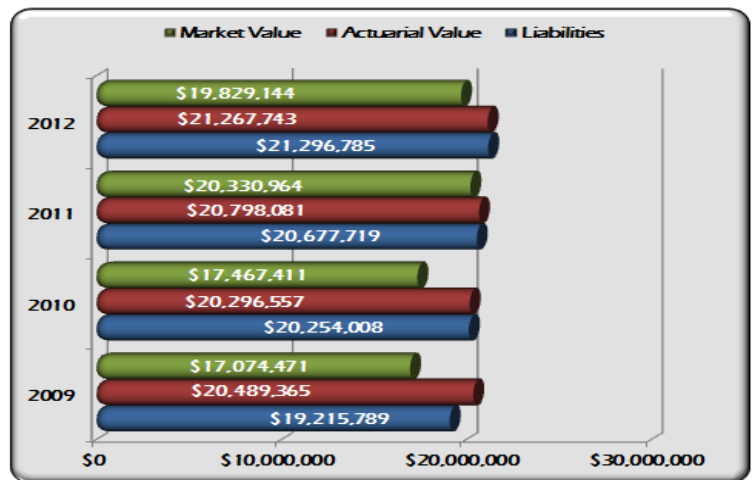
Age 60 with 8 years of service, or Rule of 82.5 at Age 55

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 3.25%



# FLORISSANT EMPLOYEES PENSION PLAN

## MEMBERSHIP:

Active: 30 Inactive: 38

## CONTRIBUTIONS:

Employer: \$1,039,121  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

2% of compensation times years of service

### Normal Retirement Eligibility:

Later of Age 60 or 10 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6% Salary: 3%

## Defined Contribution Plan

See corresponding information in defined contribution section

Defined Benefit Plan closed December 2000

# FLORISSANT VALLEY FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 62 Inactive: 10

## CONTRIBUTIONS:

Employer: \$1,082,988 Employee: \$51,591

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation times years of service  
Maximum: 30 years

### Normal Retirement Eligibility:

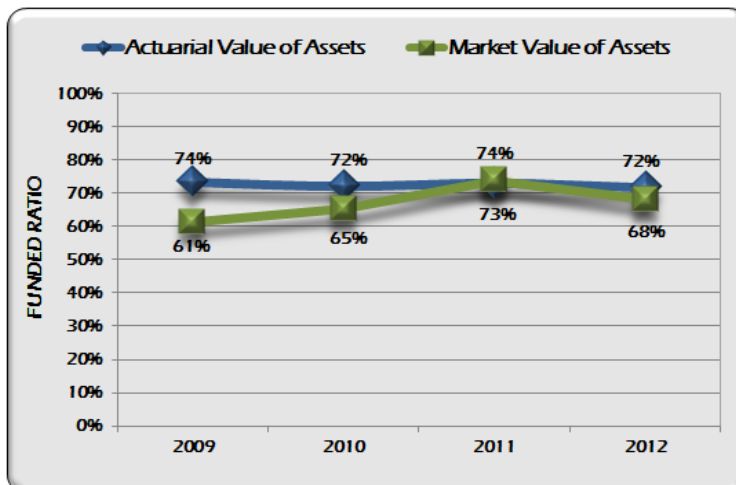
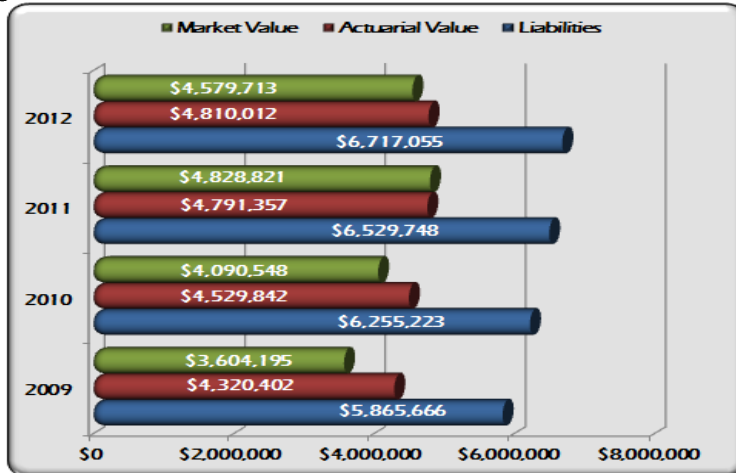
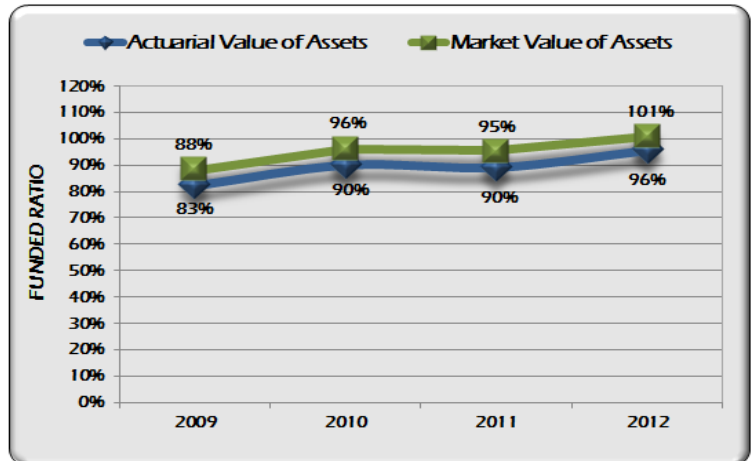
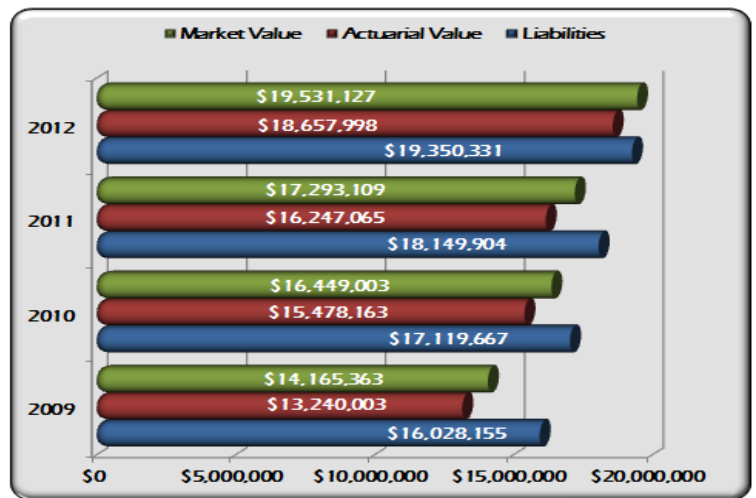
Age 60 or 30 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6.75% Salary: 2%



# GLENDAL PENSION PLAN

## MEMBERSHIP:

Active: 27 Inactive: 18

## CONTRIBUTIONS:

Employer: \$132,462 Employee: \$53,287

## BENEFITS:

### Normal Retirement Formula:

50% of compensation for first 20 years of service,  
plus 1% of compensation for each year over 20  
years

### Normal Retirement Eligibility:

Age 55 with 15 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 3.75%

# HANNIBAL POLICE & FIRE RETIREMENT PLAN

## MEMBERSHIP:

Active: 75 Inactive: 63

## CONTRIBUTIONS:

Employer: \$1,152,165 Employee: \$412,195

## BENEFITS:

### Normal Retirement Formula:

65% of compensation for first 25 years of service, plus 1% for each of the next 5 years of service in excess of 25

Maximum: 70% of compensation

### Normal Retirement Eligibility:

Age 55, or 25 years of service

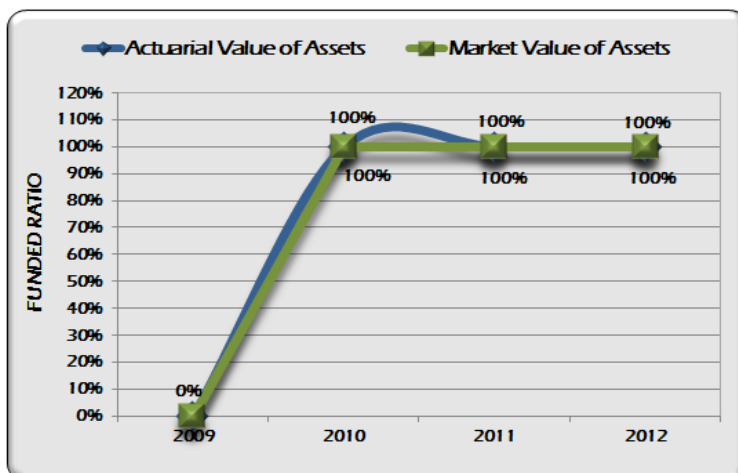
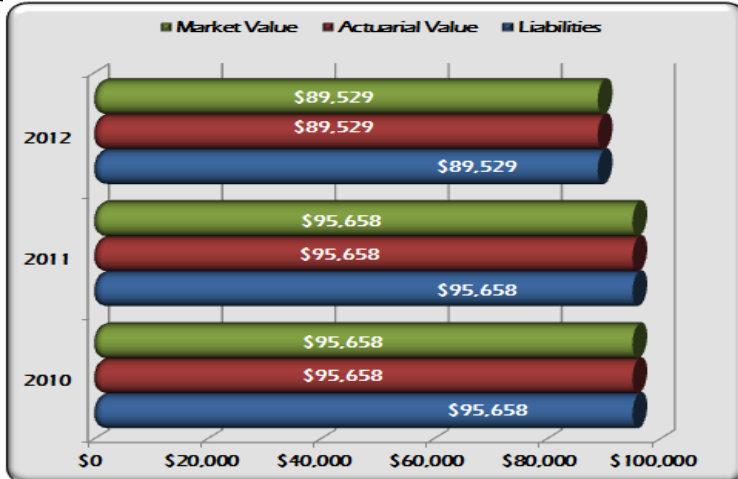
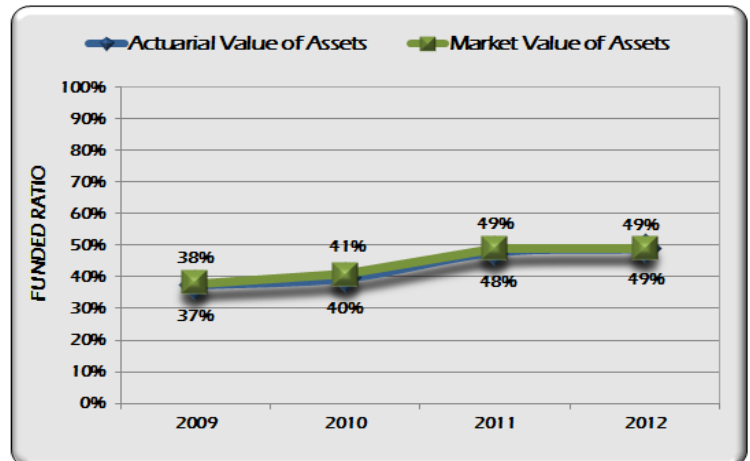
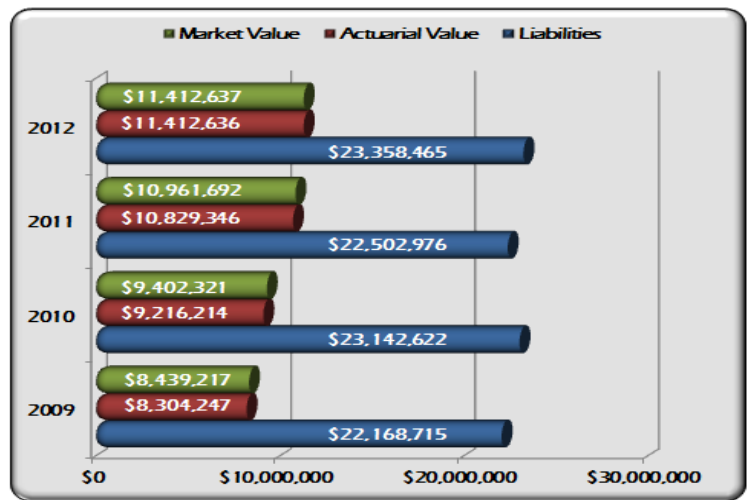
### Social Security Coverage: No

### COLA: Ad Hoc COLA

No COLA if below 50% funded

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4%



# HAZELWOOD CITY COUNCIL MEMBERS RETIREMENT PLAN

## MEMBERSHIP:

Active: 9 Inactive: 8

## CONTRIBUTIONS:

Employer: \$0 Employee: \$0

## BENEFITS:

### Normal Retirement Formula:

\$10 times years of service

### Normal Retirement Eligibility:

Age 60 with 6 years of service

### COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

*Plan performs actuarial valuations biennially.*

# HAZELWOOD RETIREMENT PLAN

## MEMBERSHIP:

Active: 185 Inactive: 95

## CONTRIBUTIONS:

Employer: \$1,491,935  
Employee: Non-Contributory

## BENEFITS:

**Normal Retirement Formula:**  
2% of compensation times years of service  
Maximum: 30 years of service

## Normal Retirement Eligibility:

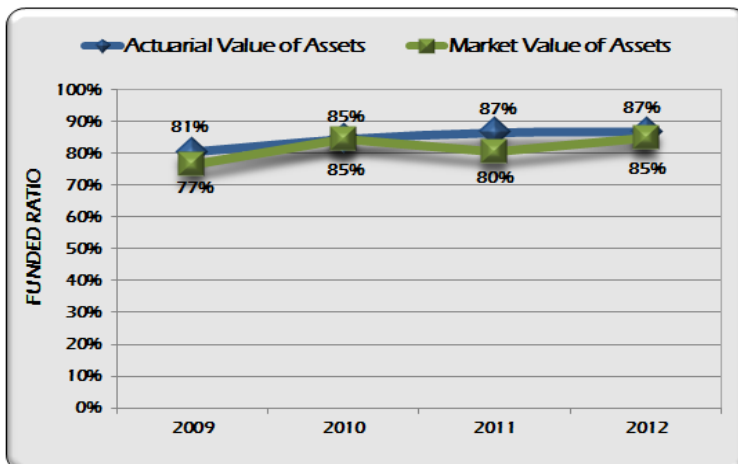
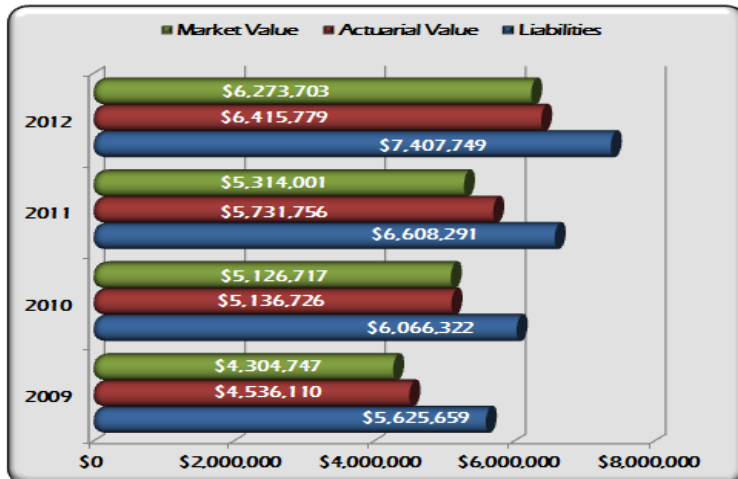
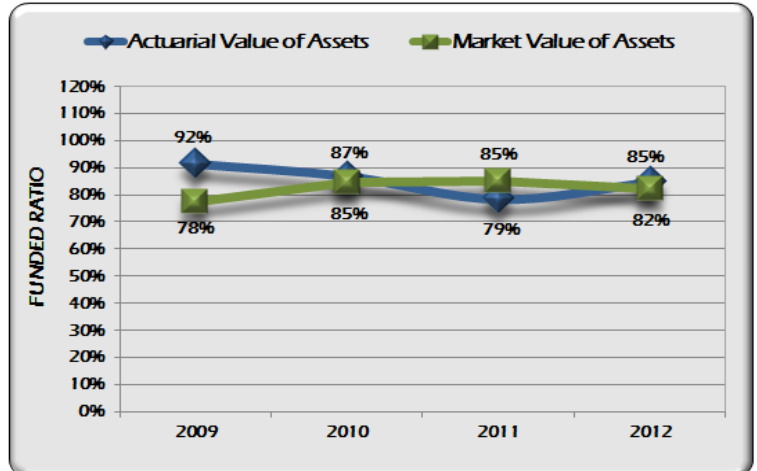
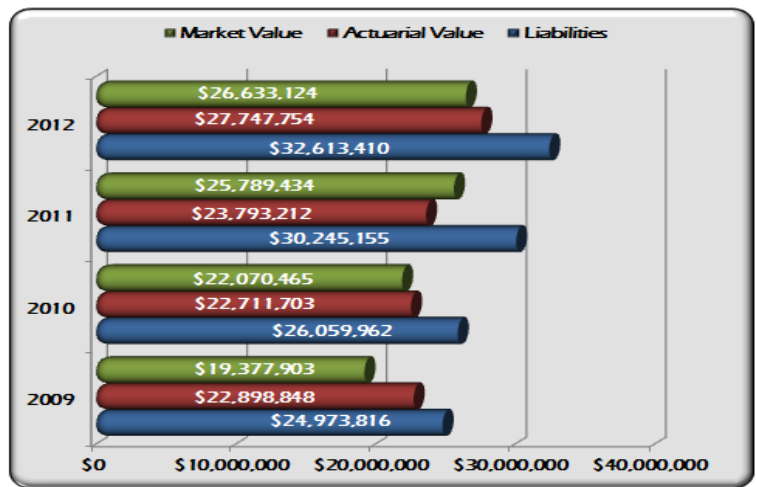
Age 60, or 25 years of service, or Rule of 85 at age 55

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4.5%



# HIGH RIDGE FIRE PROTECTION DISTRICT PENSION PLAN

## MEMBERSHIP:

Active: 38 Inactive: 4

## CONTRIBUTIONS:

Employer: \$317,394  
Employee: Non-Contributory

## BENEFITS:

**Normal Retirement Formula:**  
\$100 per month times years of service  
Maximum: 50 years of service

## Normal Retirement Eligibility:

Age 55 with 10 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

## Defined Contribution Plan

See corresponding information in defined contribution section

# JACKSON COUNTY EMPLOYEES PENSION PLAN

## MEMBERSHIP:

Active: 1,462 Inactive: 1,988

## CONTRIBUTIONS:

Employer: \$7,759,015  
Elected Officials: \$23,869

## BENEFITS:

### Normal Retirement Formula:

1.5% of compensation times years of service  
Elected officials: 4.167% times final average salary  
times first 12 years of service, plus 5% for years  
12 - 16

### Normal Retirement Eligibility:

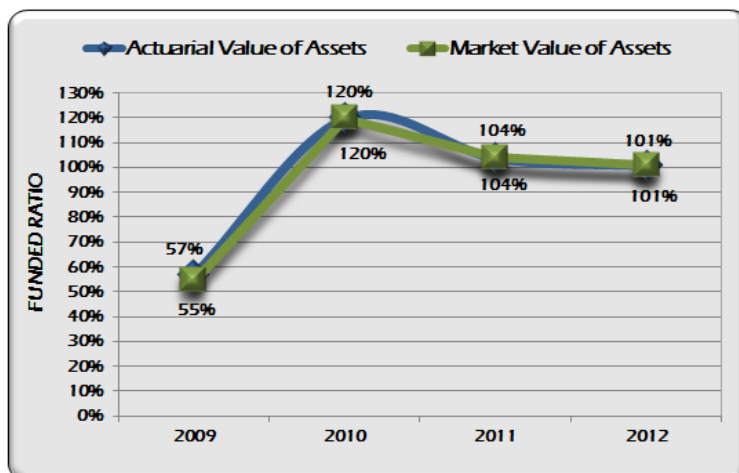
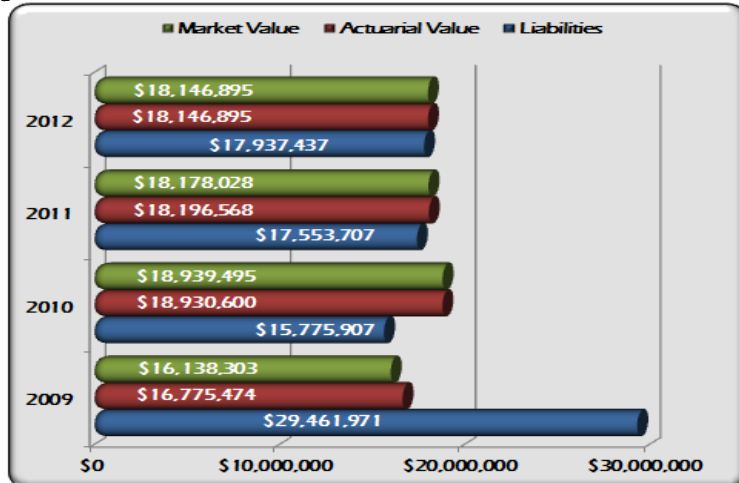
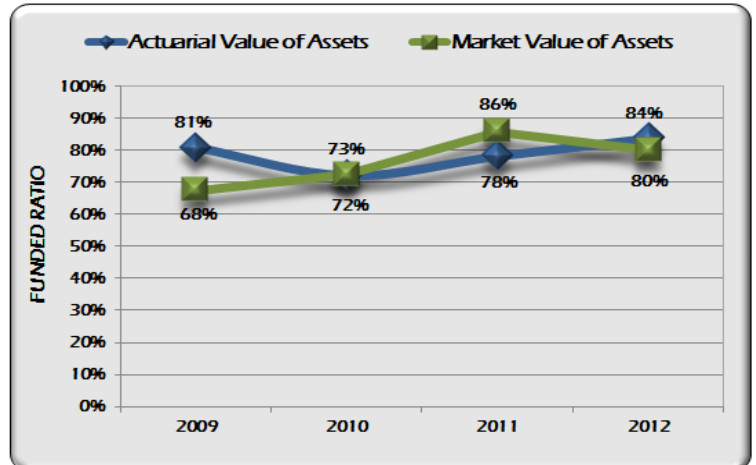
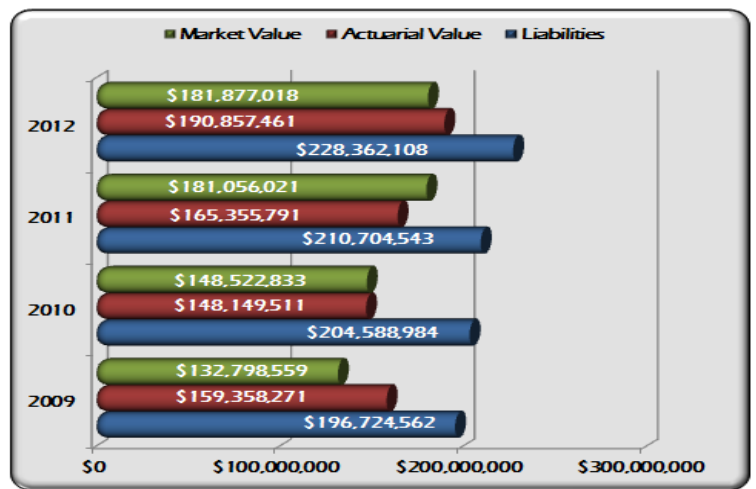
Age 65 with 5 years of service, Rule of 80 (Age 55)

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 1.5%

## ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 4%



# JEFFERSON CITY FIREMEN'S RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 0 Inactive: 62

## CONTRIBUTIONS:

Employer: \$0 Employee: \$0

## BENEFITS:

### Normal Retirement Formula:

60% of compensation, or 2.5% of compensation  
times years of creditable service  
Maximum: 85% of compensation

### Normal Retirement Eligibility:

Age 55 with 24 years of service, or Rule of 80

Social Security Coverage: No

COLA: Annual Amount Minimum: 2%  
Annual Amount Maximum: 2%

## ACTUARIAL ASSUMPTIONS:

Interest: 6%

Defined Benefit Plan closed effective December 2008  
Active members moved to LAGERS

# JENNINGS POLICE & FIREMEN'S RETIREMENT FUND

## MEMBERSHIP:

Active: 5 Inactive: 42

## CONTRIBUTIONS:

Employer: \$203,184 Employee: \$9,998

## BENEFITS:

### Normal Retirement Formula:

2.25% of compensation times years of service  
Maximum: 50% of compensation

### Normal Retirement Eligibility:

Age 55 with 20 years of service  
Age 65 with 15 years of service

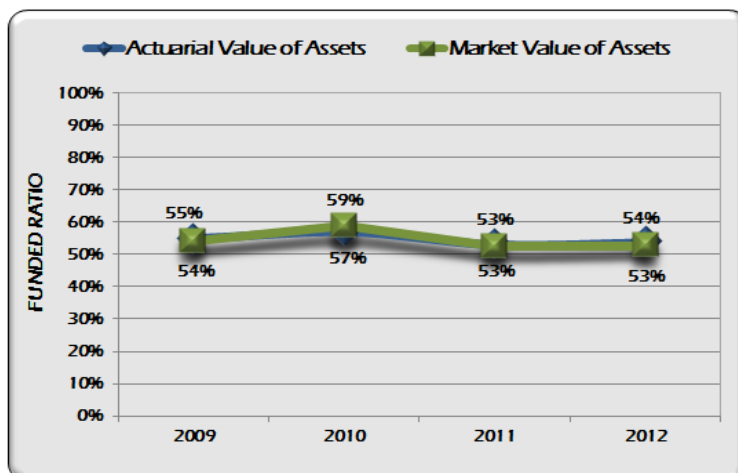
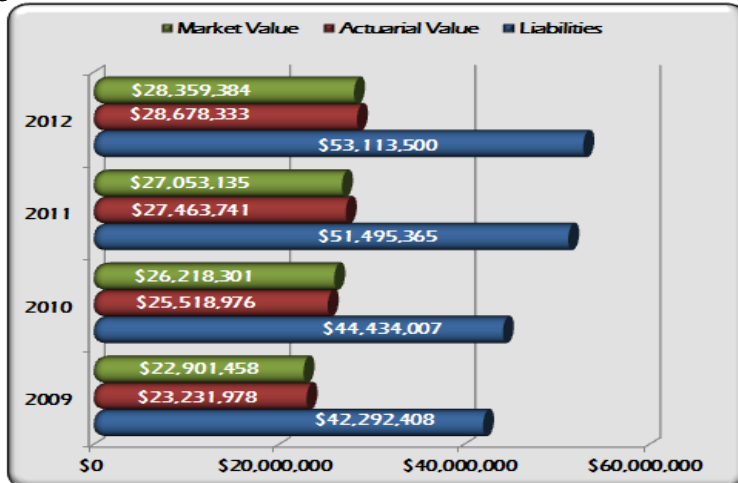
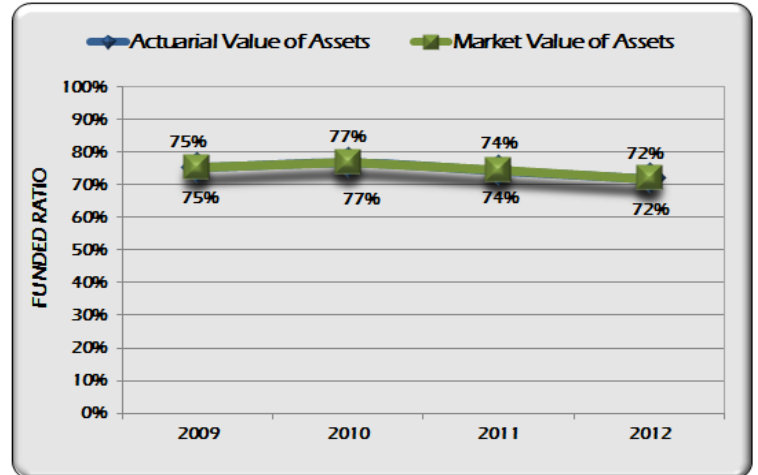
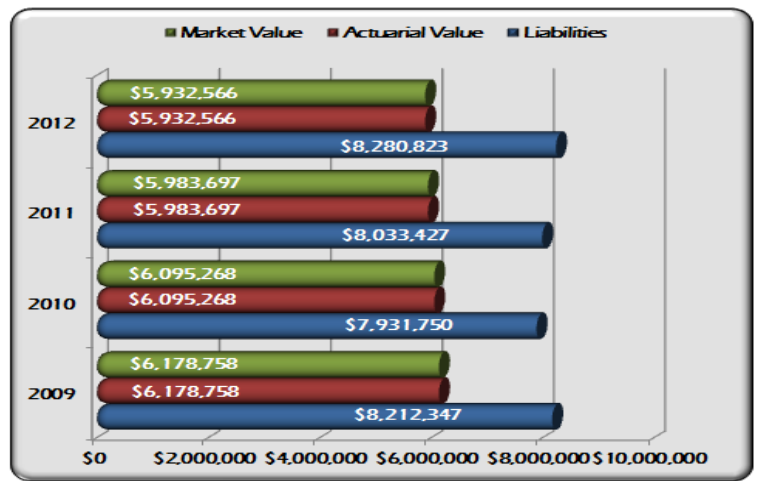
Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6% Salary: 4%

Defined Benefit Plan Closed April 1987



# JOPLIN POLICE & FIRE PENSION PLAN

## MEMBERSHIP:

Active: 199 Inactive: 156

## CONTRIBUTIONS:

Employer: \$2,473,301 Employee: \$1,462,308

## BENEFITS:

### Normal Retirement Formula:

Hired after 1/31/09: 2.2% of compensation for first 25 years of service, plus 1% for each of the next 5 years of service  
Maximum: 60% of compensation

### Normal Retirement Eligibility:

Age 60 or 25 years of service

Social Security Coverage: No

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 2.5%

# JUDICIAL RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 398 Inactive: 529

## CONTRIBUTIONS:

Employer: \$26,324,526 Employee: \$149,859

## BENEFITS:

### Normal Retirement Formula:

Less than 12 years of service: 4.17% of compensation times years of service;

More than 12 years: 50% of compensation

### Normal Retirement Eligibility:

Age 62 with 12 years of service; Age 60 with 15 years of service; Age 55 with 20 years of service

Serving for first time on or after 01/01/11:

Age 67 with 12 years of service, or

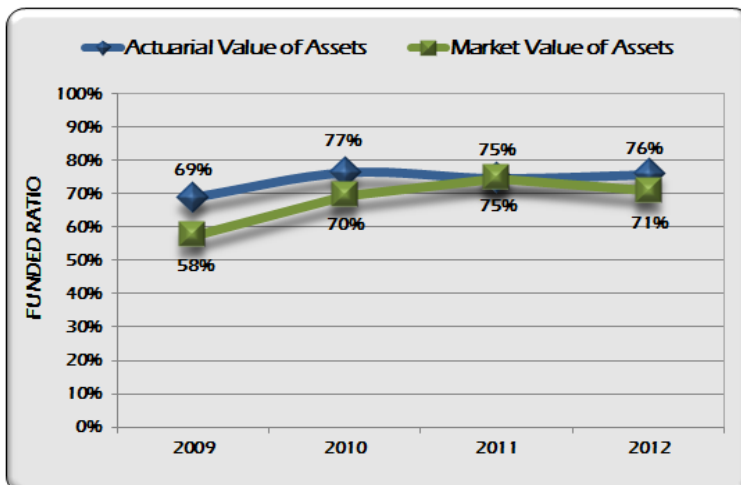
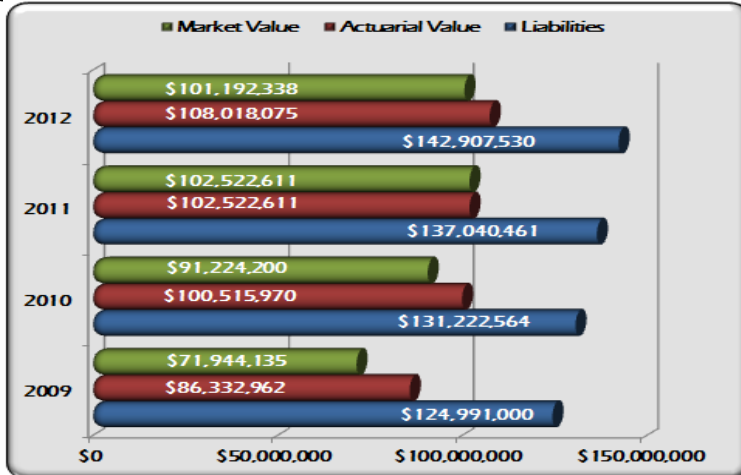
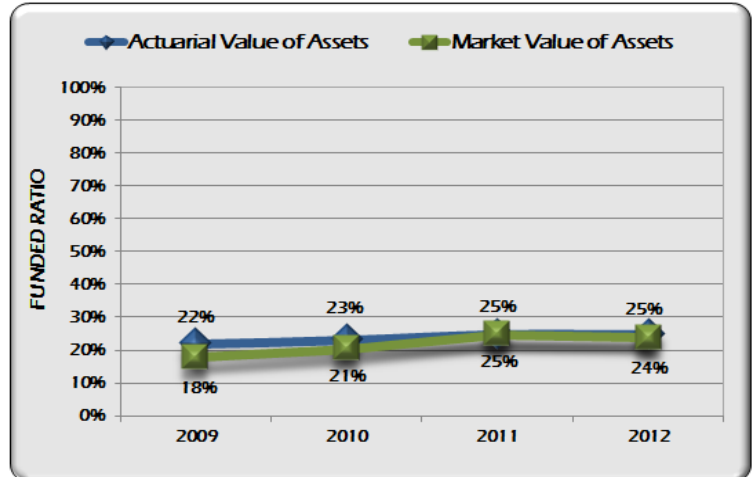
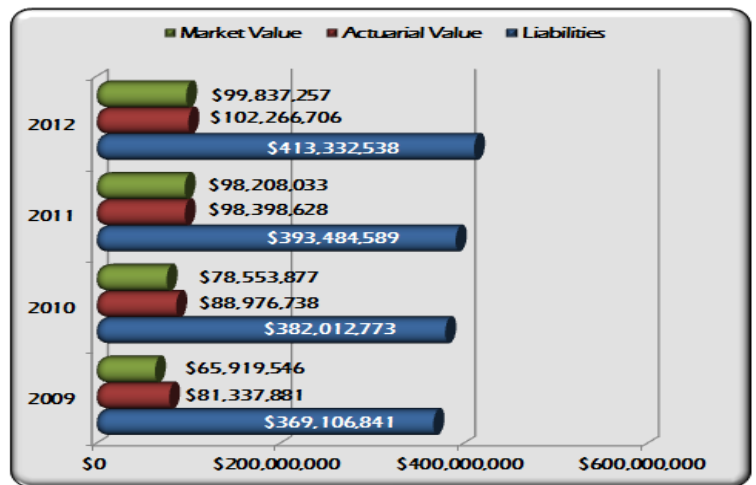
Age 62 with 20 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 5%  
Percent of CPI: 80%

## ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 3%



# KANSAS CITY CIVILIAN POLICE EMPLOYEES' RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 549 Inactive: 218

## CONTRIBUTIONS:

Employer: \$3,146,124 Employee: \$1,224,736

## BENEFITS:

### Normal Retirement Formula:

2% of compensation times years of service

Supplemental Benefit: \$160 per month

### Normal Retirement Eligibility:

Later of age 65 or 10 years of service, or Rule of 80

Social Security Coverage: Yes

COLA: Ad Hoc COLA  
Annual Amount Maximum: 3%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.75% Salary: 4.0%

Partial Lump Sum Option

## KANSAS CITY EMPLOYEES' RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 3,300

Inactive: 2,297

### CONTRIBUTIONS:

Employer: \$18,421,668

Employee: \$6,612,397

### BENEFITS:

#### Normal Retirement Formula:

General Employees: 2% (or 2.2% if single or married & forfeit survivor benefit) of compensation times years of service

Judges/Elected Officials: 2.22% of compensation received by then serving judges/officials in same office 24 months preceding annuity beginning times years of service

Maximum: 70% of compensation

#### Normal Retirement Eligibility:

Age 65 with 5 years of service, Age 60 with 10 years of service, Age 55 with 25 years of service, or Rule of 80

Judges/Elected Officials: Later of age 60 or expiration of term with 1 elective term

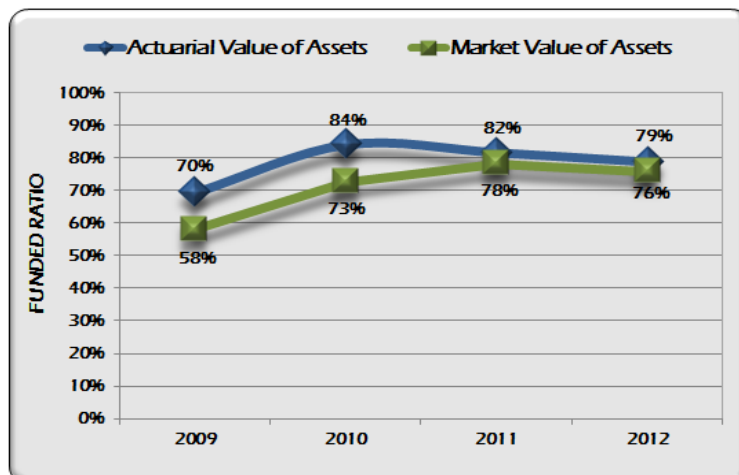
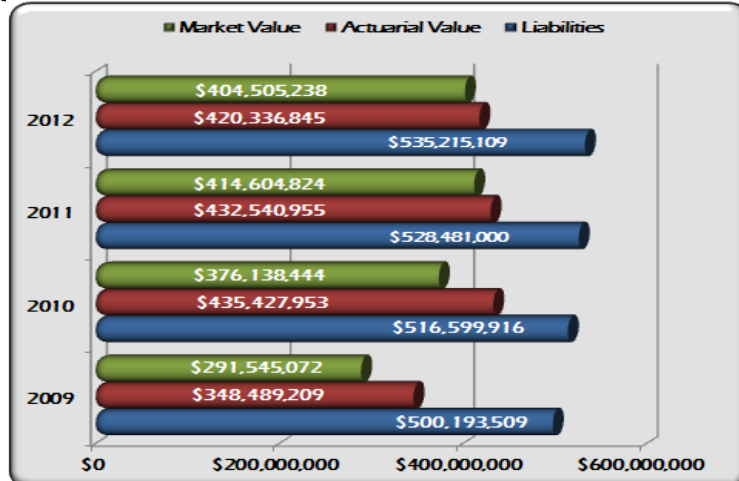
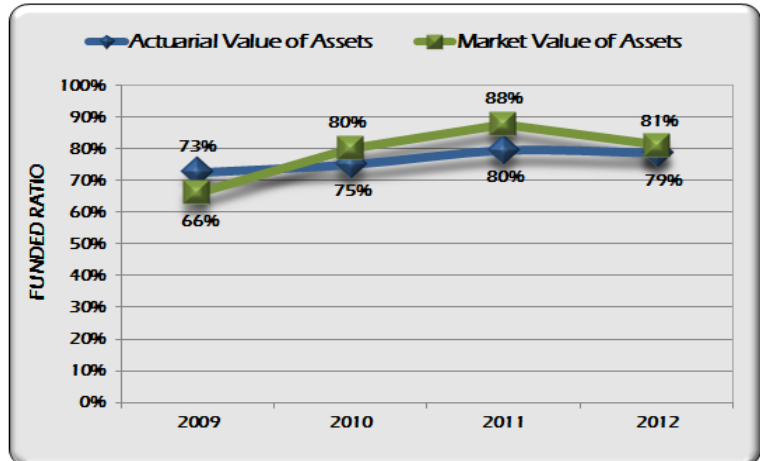
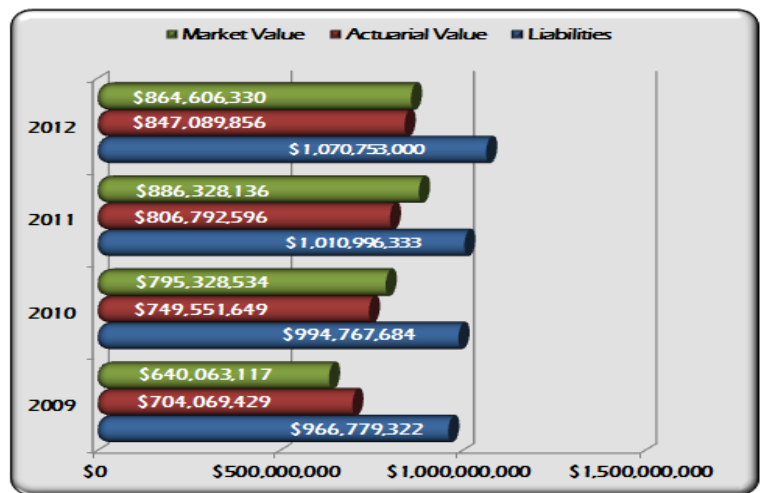
Social Security Coverage: Yes

COLA: Annual Amount Maximum: 3%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 4%



## KANSAS CITY FIREFIGHTER'S PENSION SYSTEM

### MEMBERSHIP:

Active: 944

Inactive: 877

### CONTRIBUTIONS:

Employer: \$12,748,990

Employee: \$5,648,528

### BENEFITS:

#### Normal Retirement Formula:

2.5% of compensation times years of service  
Maximum: 80% of compensation

#### Normal Retirement Eligibility:

25 years of service

Social Security Coverage: No

COLA: Annual Amount Maximum: 3%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.75%

Salary: 3%

Partial Lump Sum Option

# KANSAS CITY POLICE RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 1,366

Inactive: 1,228

## CONTRIBUTIONS:

Employer: \$16,476,608

Employee: \$8,894,208

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation times years of service

Maximum: 75% of compensation

Supplemental Benefit of \$420 per month

### Normal Retirement Eligibility:

Age 60 with 10 years of service, or 25 years of service

Social Security Coverage: No

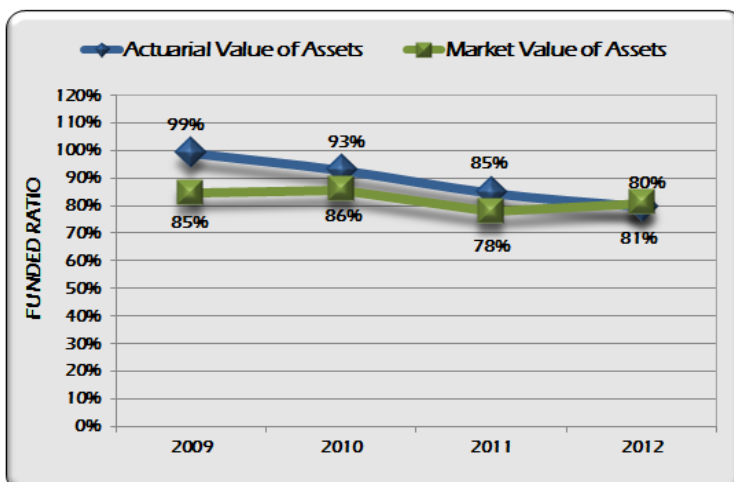
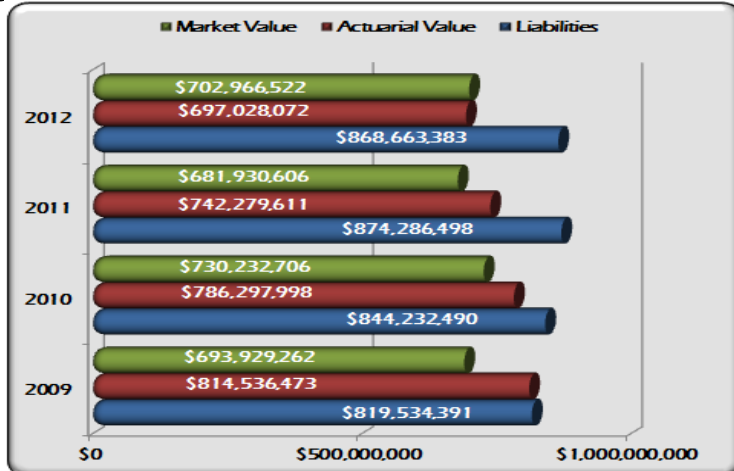
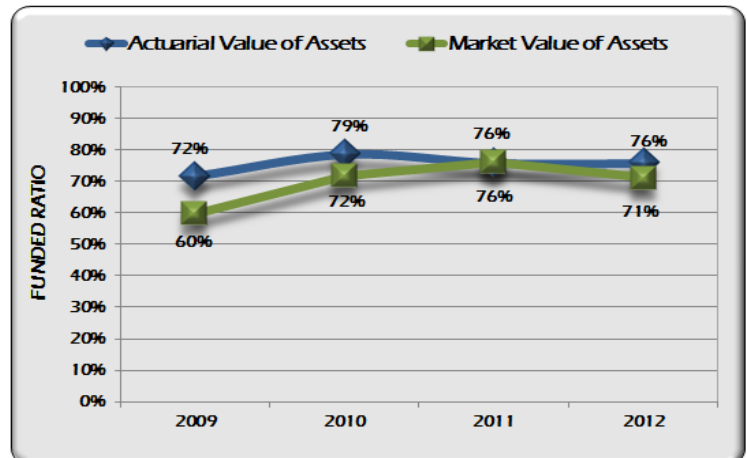
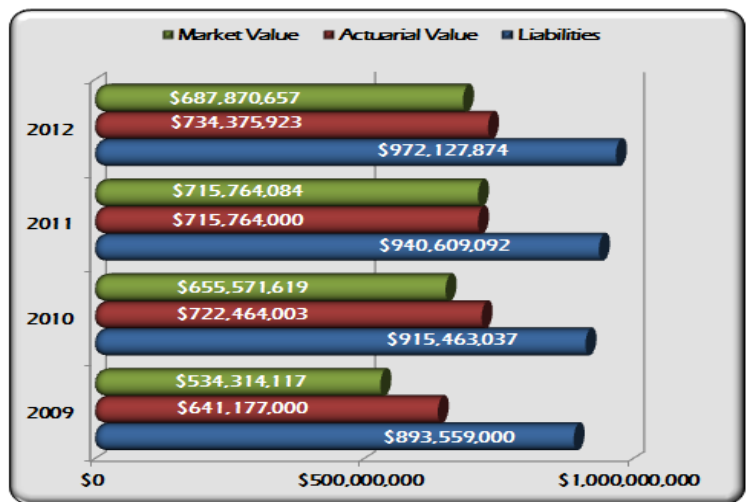
COLA: Ad Hoc COLA

Annual Amount Maximum: 3%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.75%

Salary: 4.0%



# KANSAS CITY PUBLIC SCHOOL RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 3,396

Inactive: 6,546

## CONTRIBUTIONS:

Employer: \$11,370,252

Employee: \$11,577,924

## BENEFITS:

### Normal Retirement Formula:

2% of compensation times years of service

### Normal Retirement Eligibility:

Age 60 with 5 years of service, or Rule of 75

Social Security Coverage: Yes

COLA: Ad Hoc COLA

Annual Amount Maximum: 3%

## ACTUARIAL ASSUMPTIONS:

Interest: 8%

Salary: 5%

# KANSAS CITY AREA TRANSPORTATION AUTHORITY SALARIED EMPLOYEES PENSION

## MEMBERSHIP:

Active: 96 Inactive: 49

## CONTRIBUTIONS:

Employer: \$900,000 Employee: \$0

## BENEFITS:

### Normal Retirement Formula:

1.45% of compensation times years of service

### Normal Retirement Eligibility:

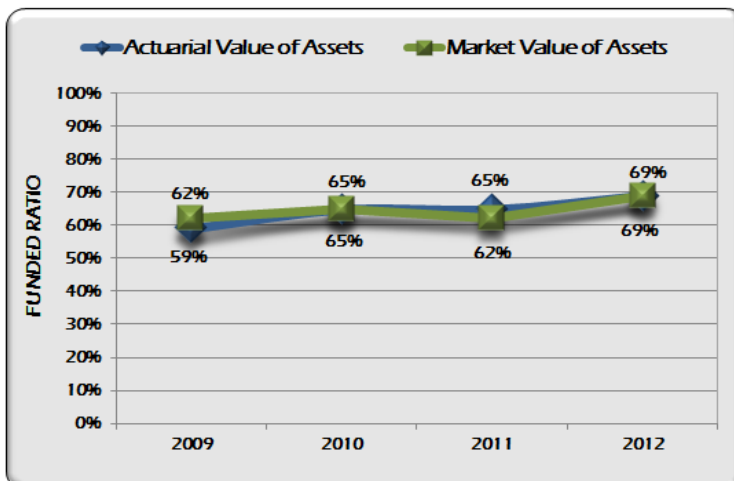
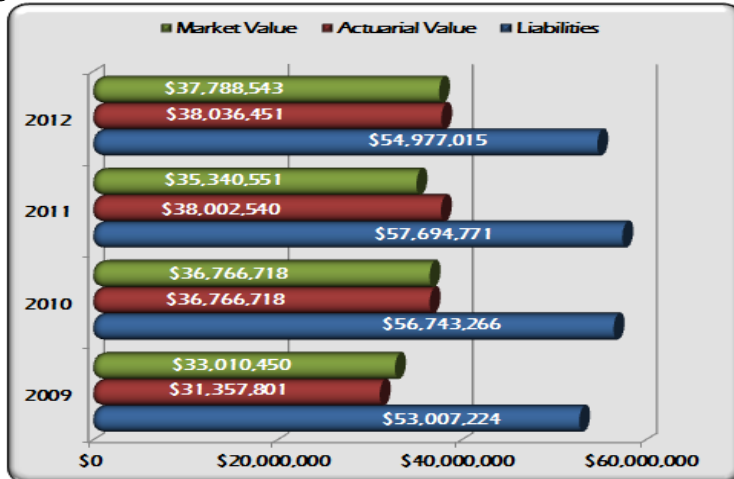
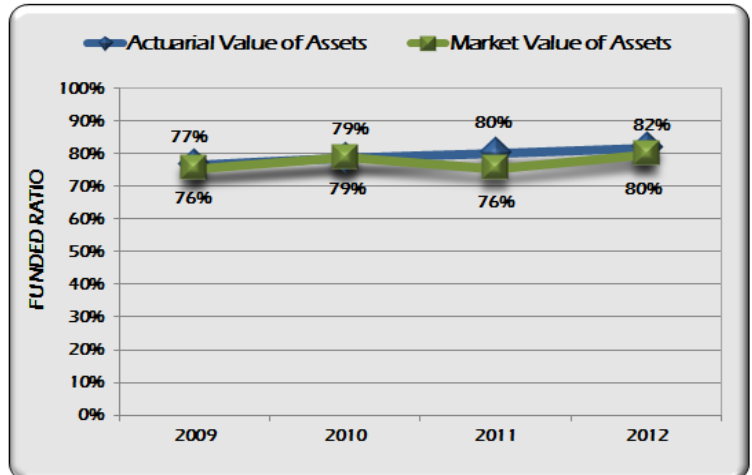
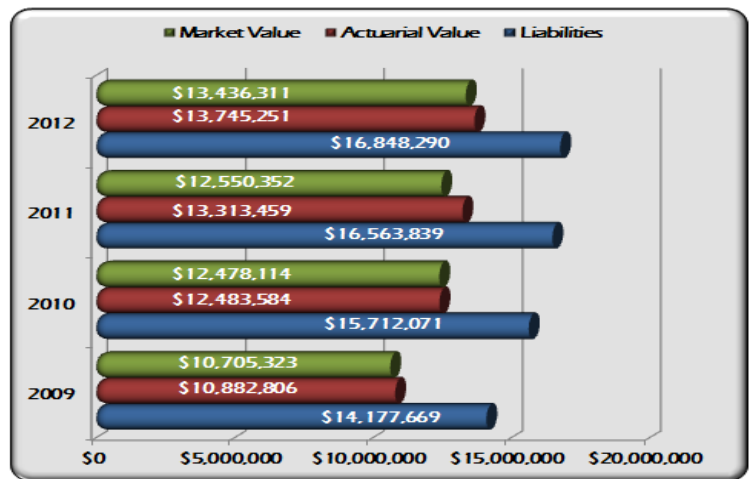
Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4%



# KANSAS CITY AREA TRANSPORTATION AUTHORITY UNION EMPLOYEES PENSION

## MEMBERSHIP:

Active: 546 Inactive: 250

## CONTRIBUTIONS:

Employer: \$2,090,240 Employee: \$1,068,373

## BENEFITS:

### Normal Retirement Formula:

1.28% of compensation times years of service

### Normal Retirement Eligibility:

Age 62 with 10 years of service  
Age 60 with 30 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4.25%

# LADUE NON-UNIFORMED EMPLOYEES RETIREMENT PLAN

## MEMBERSHIP:

Active: 25 Inactive: 20

## CONTRIBUTIONS:

Employer: \$200,500  
Employee: Non-Contributory

## BENEFITS:

Normal Retirement Formula:  
1.25% of compensation times years of service  
Maximum: 35 years of service

## Normal Retirement Eligibility:

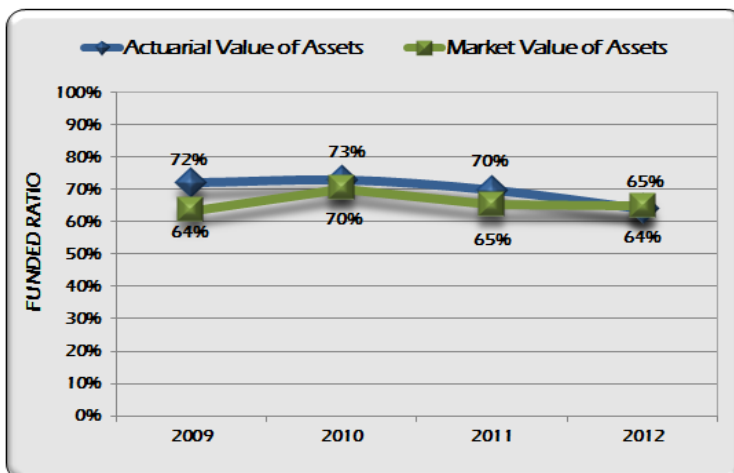
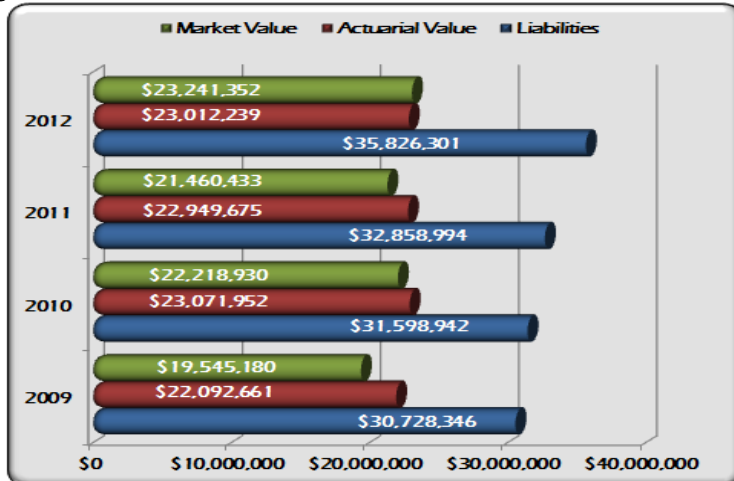
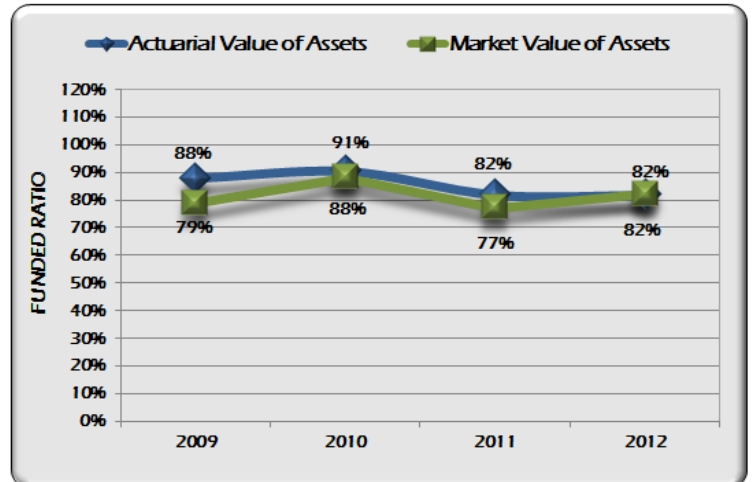
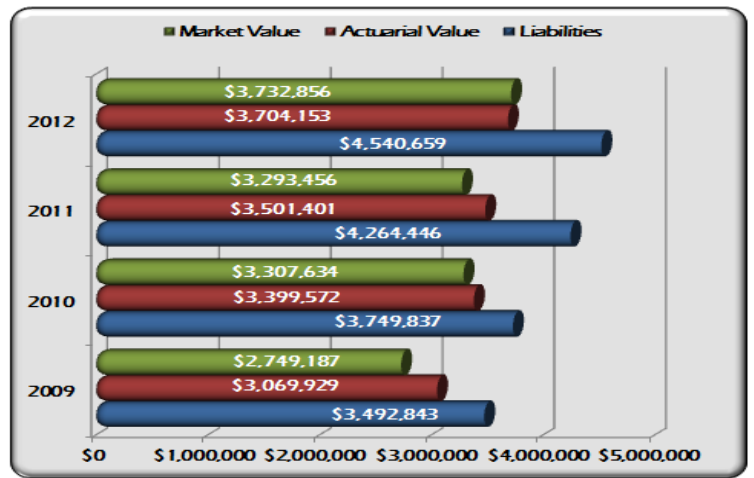
Age 62 with 10 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 4.5%



# LADUE POLICE & FIRE PENSION PLAN

## MEMBERSHIP:

Active: 52 Inactive: 63

## CONTRIBUTIONS:

Employer: \$1,182,728 Employee: \$140,633

## BENEFITS:

Normal Retirement Formula:  
2% of compensation for first 20 years of service,  
plus 2.5% for each of the next 10 years of service  
Maximum: 65% of compensation

## Normal Retirement Eligibility:

Age 55 with 10 years of service

Social Security Coverage: No

COLA: Annual Amount Maximum: 2%  
'CAP'-Total Maximum: 20%  
Percent of CPI: 100%

## ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 4.5%

## LAGERS STAFF RETIREMENT PLAN

### MEMBERSHIP:

Active: 24 Inactive: 8

### CONTRIBUTIONS:

Employer: \$936,857  
Employee: Non-Contributory

### BENEFITS:

Normal Retirement Formula:  
2% of compensation times years of service

### Normal Retirement Eligibility:

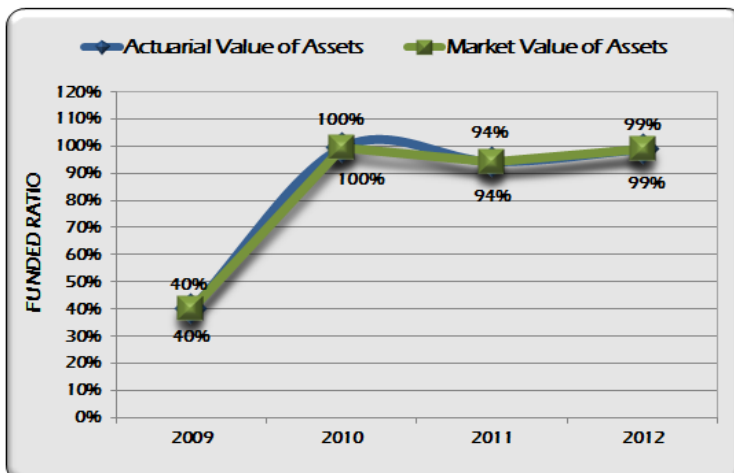
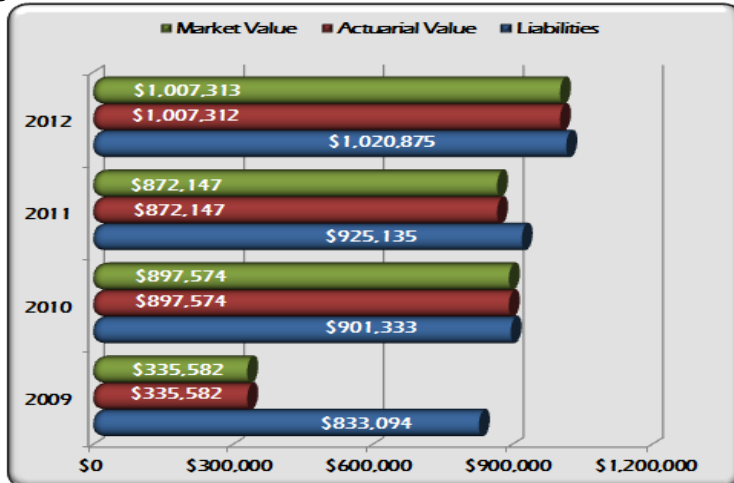
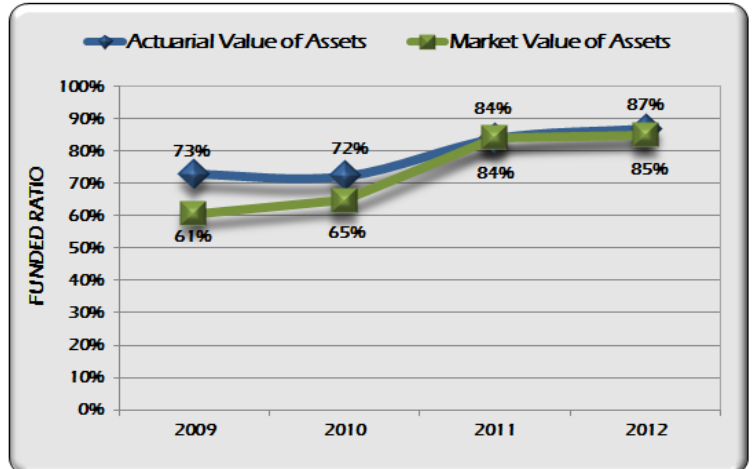
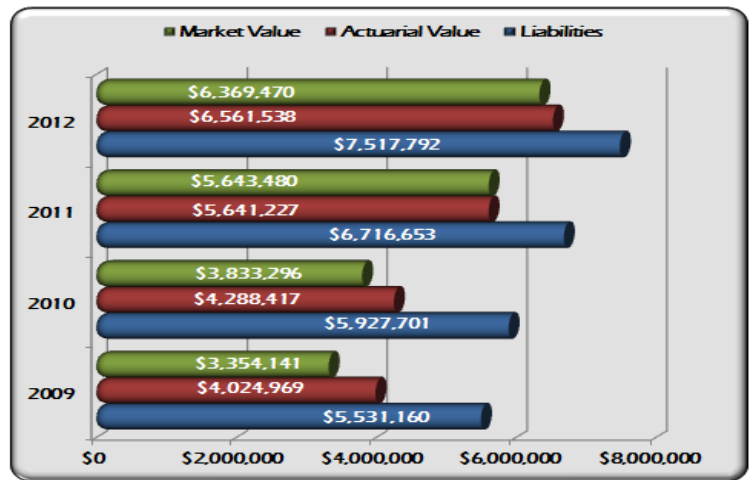
Age 60 with 5 years of service, or Rule of 80

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 4%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.25% Salary: 3.5%



## LITTLE RIVER DRAINAGE DISTRICT RETIREMENT PLAN

### MEMBERSHIP:

Active: 11 Inactive: 4

### CONTRIBUTIONS:

Employer: \$123,347 Employee: \$13,476

### BENEFITS:

Normal Retirement Formula:  
1% of compensation times years of service  
Minimum: \$100 per Month

### Normal Retirement Eligibility:

Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 5% Salary: 3.5%

# LOCAL GOVERNMENT EMPLOYEES RETIREMENT SYTEM

## MEMBERSHIP:

Active: 32,925 Inactive: 21,542

## CONTRIBUTIONS:

Employer: \$166,947,336 Employee: \$12,158,422

## BENEFITS:

### Normal Retirement Formula:

Several Optional Benefit Programs: 1%, 1.25%, 1.5%, 1.75%, 2.0%, Non-Social Security 2.5%

### Normal Retirement Eligibility:

Age 60 with 5 years of service  
Uniformed: Age 55 with 5 years of service,  
Rule of 80, if elected

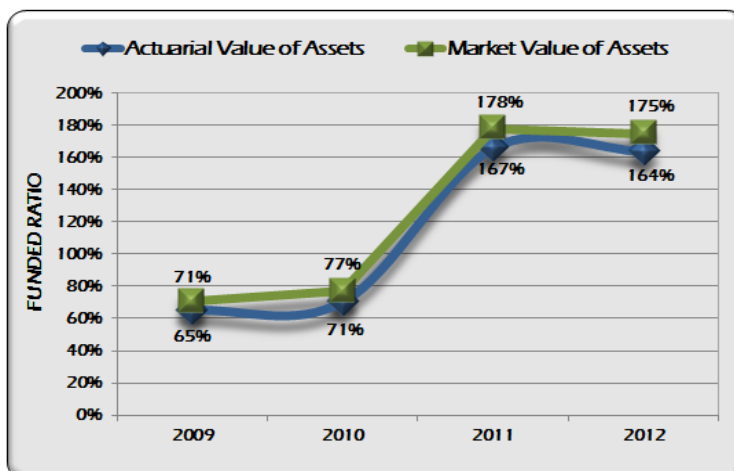
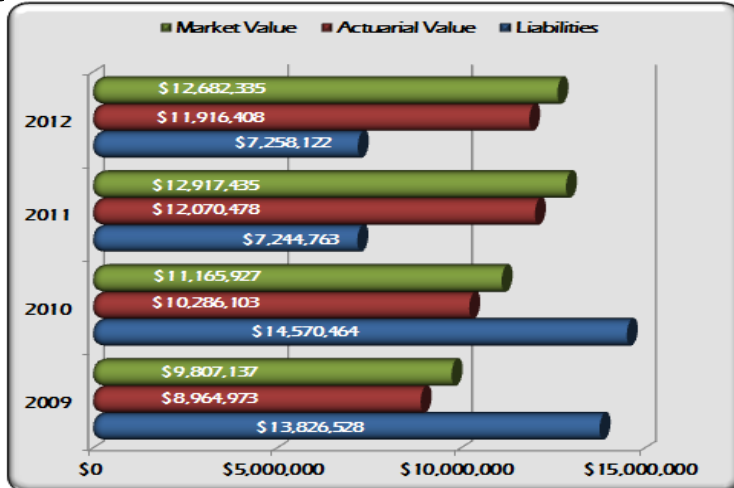
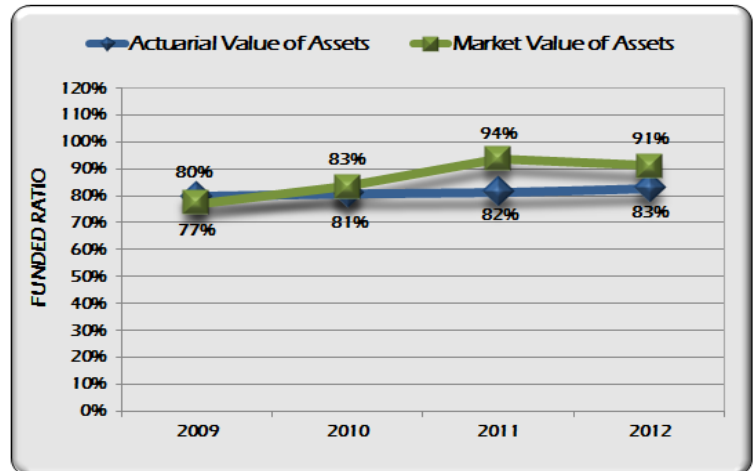
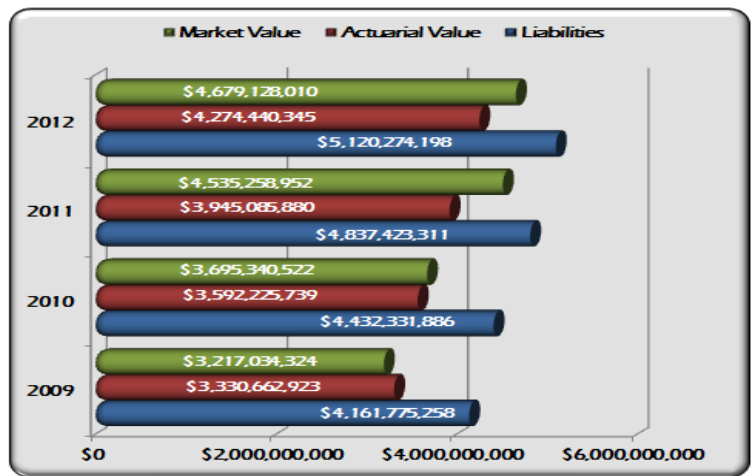
Social Security Coverage: Yes

COLA: Annual Amount Maximum: 4%  
Percent of CPI: 100%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.25% Salary: 3.5%

Partial Lump Sum Option



# MAPLEWOOD POLICE & FIRE RETIREMENT FUND

## MEMBERSHIP:

Active: 0 Inactive: 23

## CONTRIBUTIONS:

Employer: \$693,726 Employee: \$66,229

## BENEFITS:

### Normal Retirement Formula:

2% of compensation times years of service  
Maximum: 60% of compensation

### Normal Retirement Eligibility:

20 years of service, age 55 with 10 to less than 20 years of service

Social Security Coverage: No

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7%

Plan Closed December 2010  
All active Police & Fire transferred to  
LAGERS 1/1/11

# MEHLVILLE FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 0 Inactive: 32

## CONTRIBUTIONS:

Employer: \$0 Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

2.625% of compensation for each of the first 27 years of service, plus 1% for each additional year

Maximum: 75% of compensation

Temporary Supplemental Benefit: \$500 per month from age 58 until Social Security eligibility

### Normal Retirement Benefits:

Age 58 with 5 years of service

Social Security Coverage: Yes

COLA: 'CAP'-Total Maximum: 3%

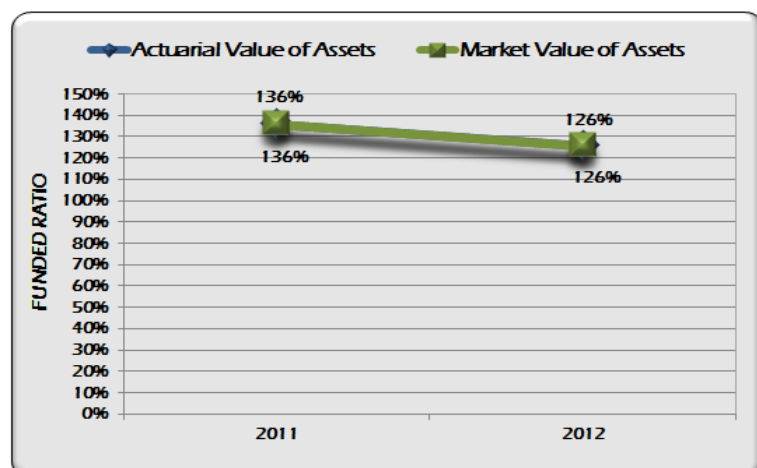
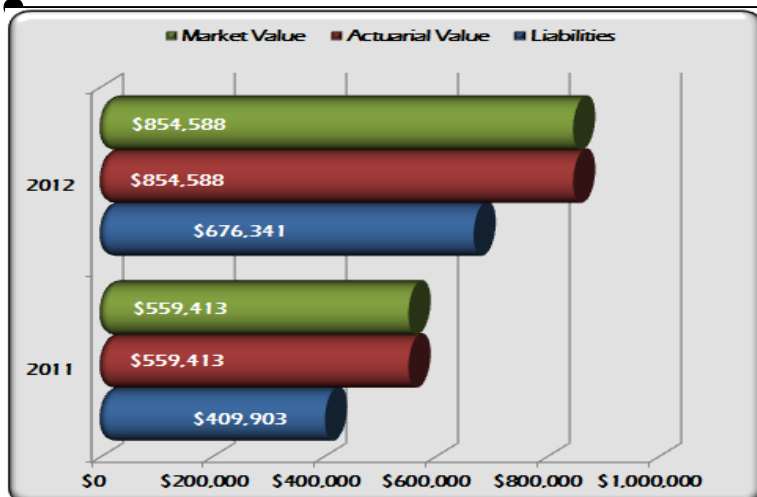
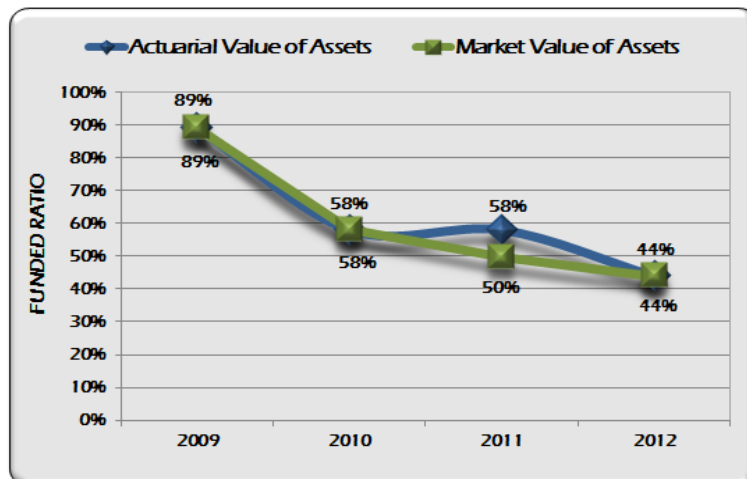
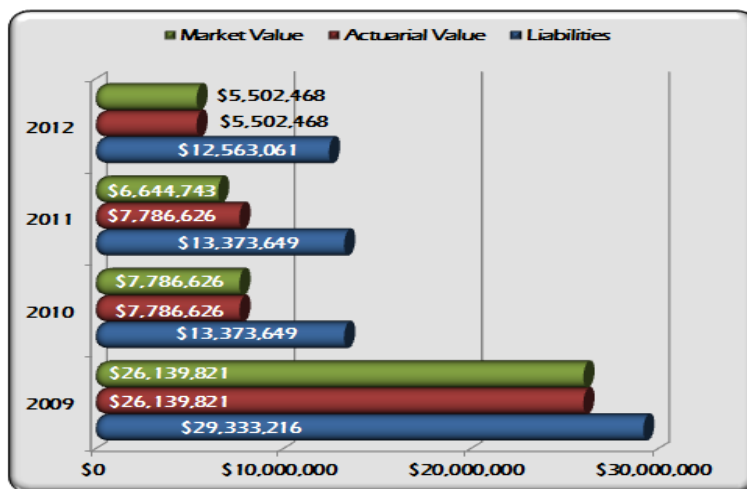
## ACTUARIAL ASSUMPTIONS:

Interest: 5.0%

### Defined Contribution Plan

See corresponding information in defined contribution section

Defined Benefit Plan frozen effective 3/31/06



# METRO NORTH FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 15 Inactive: 0

## CONTRIBUTIONS:

Employer: \$258,136  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

\$200 times years of service

### Normal Retirement Eligibility:

Age 60 with 8 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 1%  
'CAP' Total Maximum: 10%  
Percent of CPI: 100%

## ACTUARIAL ASSUMPTIONS:

Interest: 7%

### Defined Contribution Plan

# METRO ST. LOUIS SEWER DISTRICT EMPLOYEES PENSION PLAN

## MEMBERSHIP:

Active: 803

Inactive: 793

## CONTRIBUTIONS:

Employer: \$11,742,410 Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

1.7% of compensation times years of service, plus .40% of compensation above covered earnings, times years of service Max: 35 years of service

### Normal Retirement Eligibility:

Age 65 with 5 years of service, Rule of 80

### Social Security Coverage: Yes

**COLA:** Annual Amount Minimum: Lesser of 3% or \$50 a month  
CAP-Total Maximum: Lesser of 45% or \$750 a month

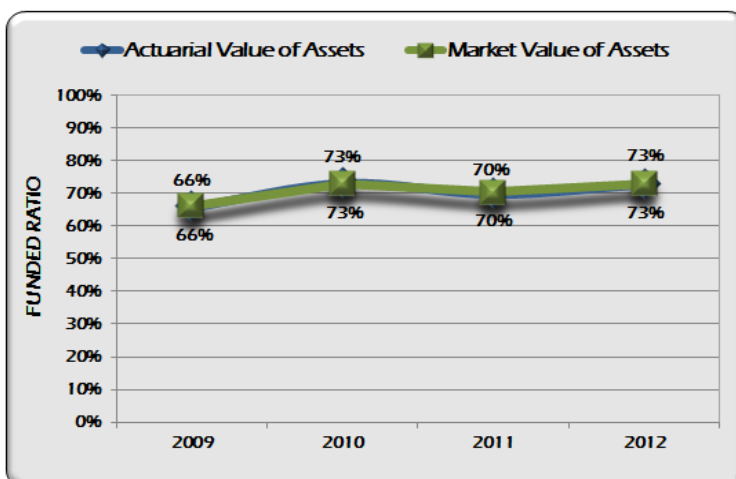
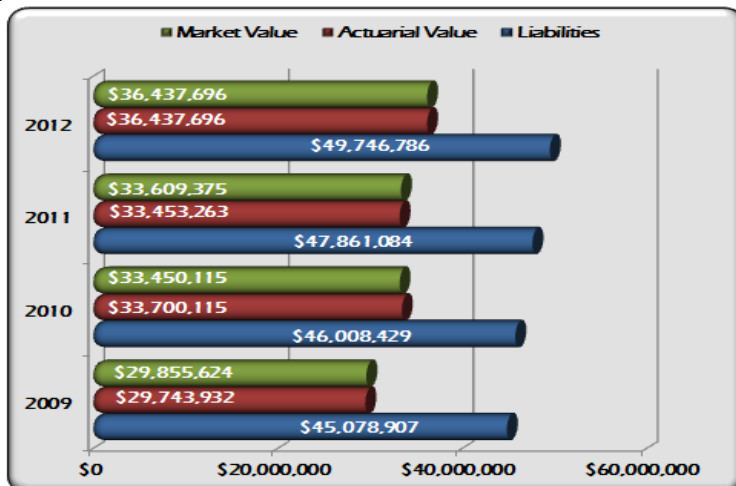
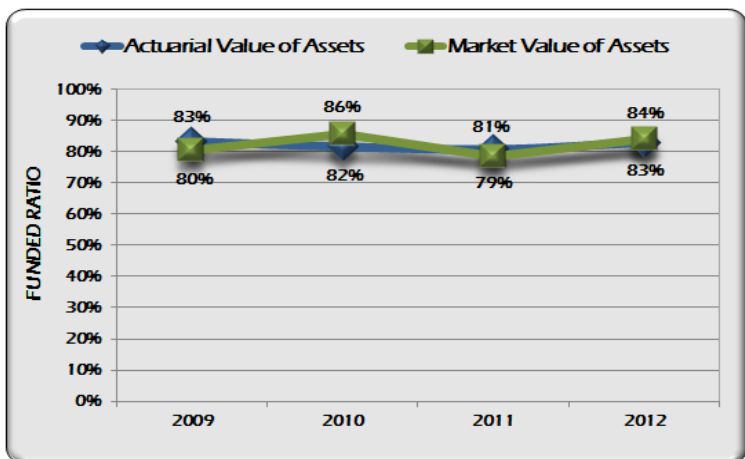
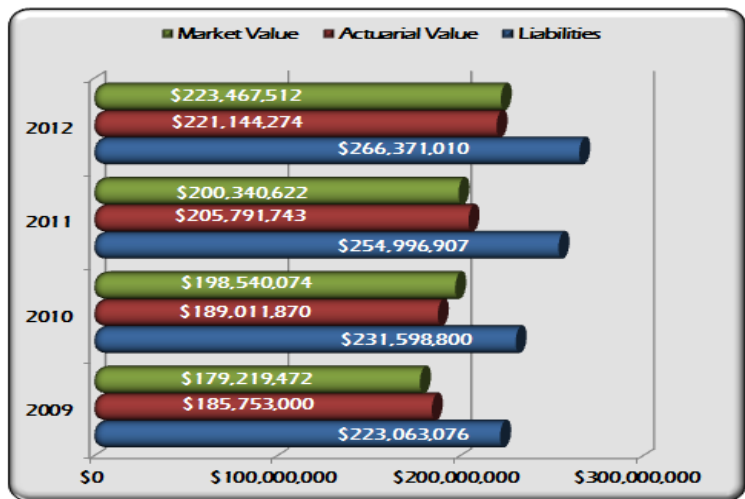
## ACTUARIAL ASSUMPTIONS:

Interest: 7.25%

Salary: 4%

Defined Benefit Plan Closed 1/1/11

Defined Contribution Plan: See corresponding information in defined contribution section



# METRO WEST FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 95

Inactive: 54

## CONTRIBUTIONS:

Employer: \$1,891,013

Employee: \$243,965

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation times years of service  
Maximum: 34 years of service

### Normal Retirement Eligibility:

Age 55 with 10 years of service

### Social Security Coverage: Yes

### COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7%

Salary: 3%

## MID-COUNTY FIRE PROTECTION DISTRICT RETIREMENT PLAN

### MEMBERSHIP:

Active: 19 Inactive: 4

### CONTRIBUTIONS:

Employer: \$50,000  
Employee: Non-Contributory

### BENEFITS:

Normal Retirement Formula:  
\$55 times years of service  
Maximum: 20 years of service

### Normal Retirement Eligibility:

Age 55 with 10 years of service

Social Security Coverage: Yes

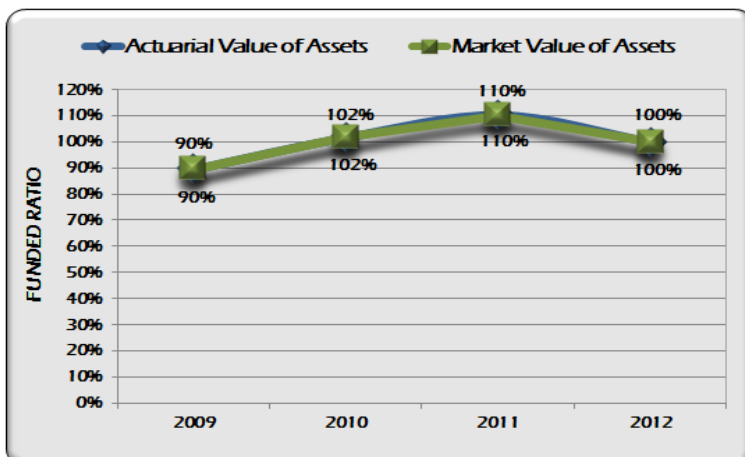
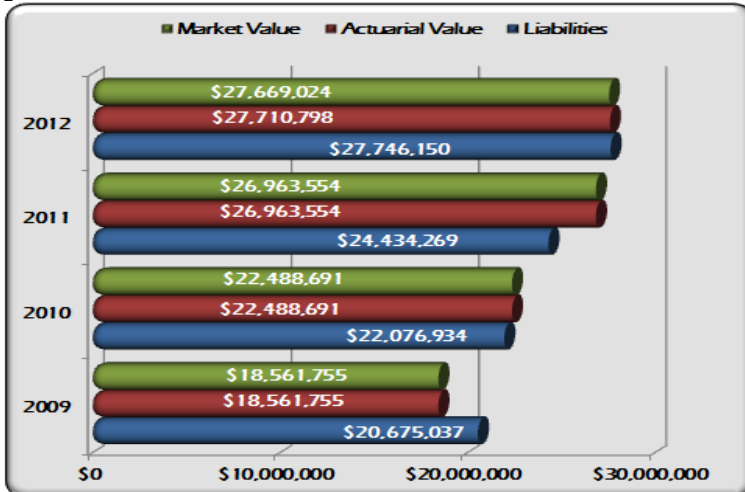
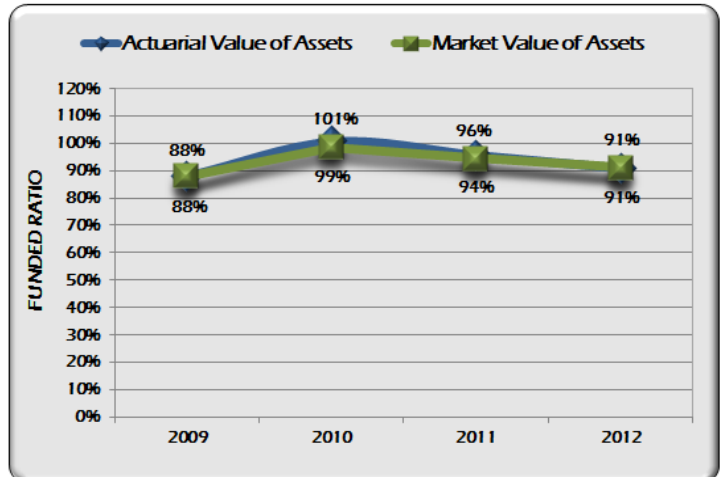
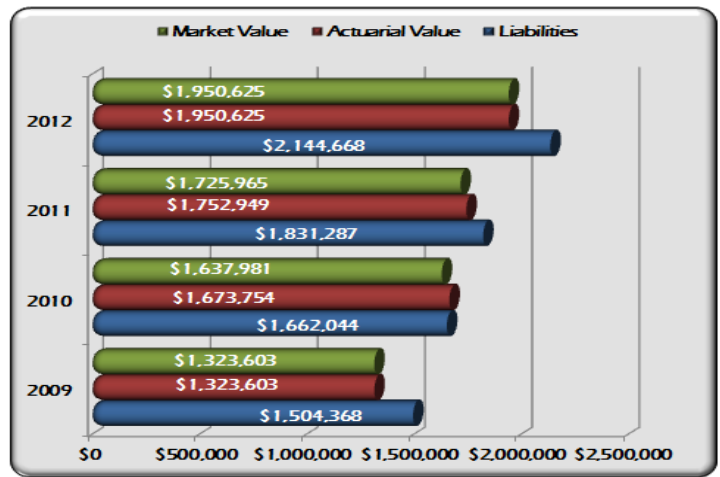
COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7%

### Defined Contribution Plan

See corresponding information in defined contribution section



## MISSOURI HIGHER EDUCATION LOAN AUTHORITY PENSION PLAN

### MEMBERSHIP:

Active: 188 Inactive: 27

### CONTRIBUTIONS:

Employer: \$1,394,441  
Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

2.5% of compensation times years of service  
Non-salaried members: 1.5% of compensation times years of service

#### Normal Retirement Eligibility:

Age 60 with 15 years of service, or Age 65 with 5 years of service, or Rule of 80 with age of 50

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 5%  
Percent of CPI: 80%

### ACTUARIAL ASSUMPTIONS:

Interest: 7% Salary: 5%

### Defined Contribution Plan

See corresponding information in defined contribution section

# MISSOURI STATE EMPLOYEES RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 51,332 Inactive: 55,342

## CONTRIBUTIONS:

Employer: \$263,373,924

Employee: \$7,824,484

## BENEFITS:

### Normal Retirement Formula:

MSEP 2000: 1.7% of compensation times years of service, plus .8% to age 62 (under Rule of 80)

### Normal Retirement Eligibility:

Age 62 with 5 years service, or Rule of 80 (Age 48)

Hired for the first time on or after 01/01/11:

Age 67 with 10 years service, or Rule of 90 (Age 55)

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 5%

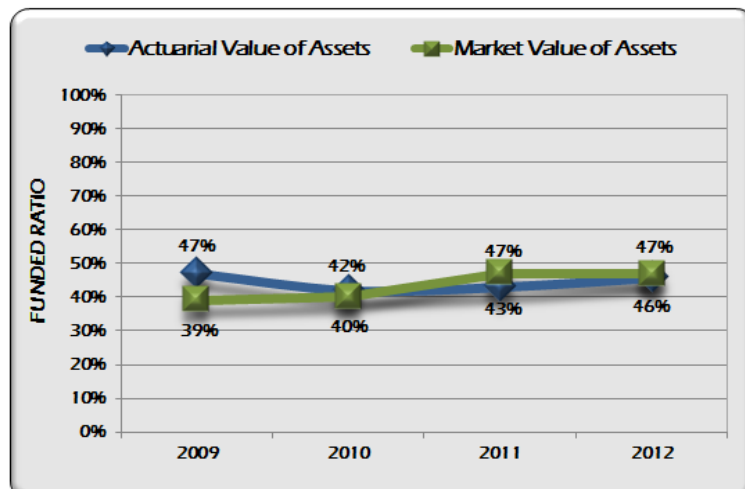
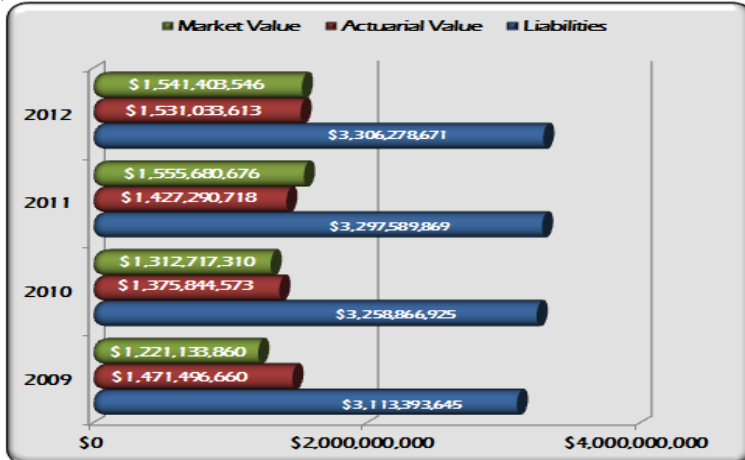
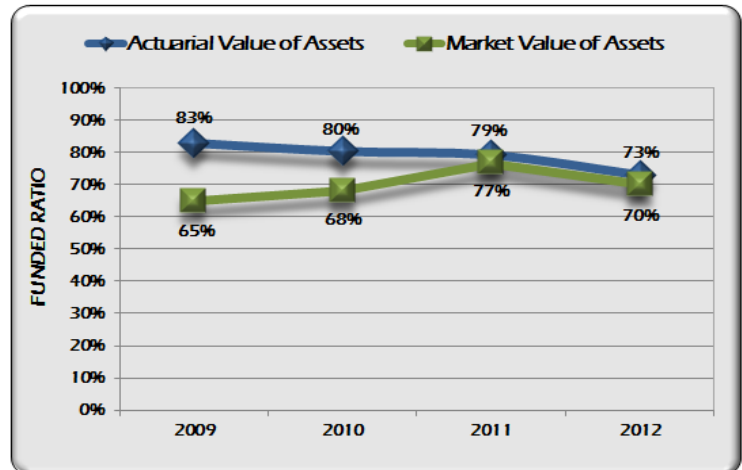
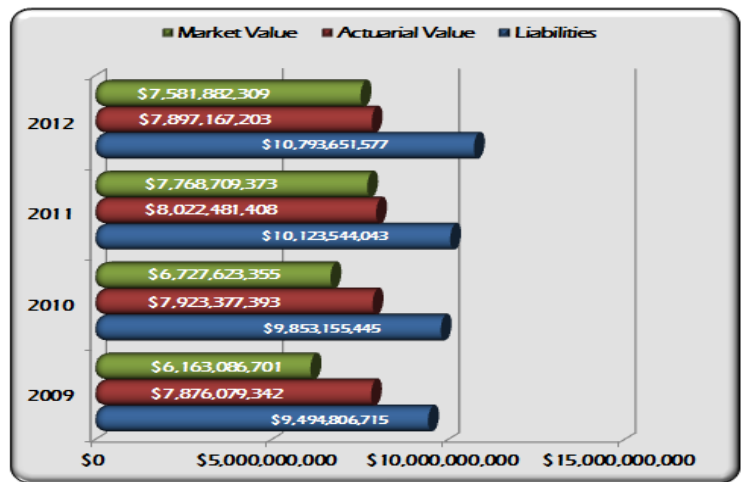
Percent of CPI: 80%

## ACTUARIAL ASSUMPTIONS:

Interest: 8%

Salary: 3%

BackDROP Option



# MoDOT & HIGHWAY PATROL EMPLOYEES RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 7,458 Inactive: 10,106

## CONTRIBUTIONS:

Employer: \$164,880,140 Employee: \$202,843

## BENEFITS:

### Normal Retirement Formula:

MSEP 2000: 1.7% of compensation times years of service, plus .8% to Age 62 (under Rule of 80)

### Normal Retirement Eligibility:

Age 62 with 5 years service, or Rule of 80 (Age 48)

Uniformed Patrol: Mandatory retirement at Age 60

Hired for first time on or after 01/01/11:

Age 67 w 10 years service, or Rule of 90 (Age 55)

Uniformed Patrol: Age 55 with 10 years service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 5%

Percent of CPI: 80%

## ACTUARIAL ASSUMPTIONS:

Interest: 8.25%

Salary: 3.75%

BackDROP Option

# NORTH KANSAS CITY HOSPITAL RETIREMENT PLAN

## MEMBERSHIP:

Active: 2,529

Inactive: 1,229

## CONTRIBUTIONS:

Employer: \$8,001,335

Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

Hired after 1/1/05: 90% of compensation not in excess of the integration level & 1.4% above integration

### Normal Retirement Eligibility:

Age 65 with 5 years of service

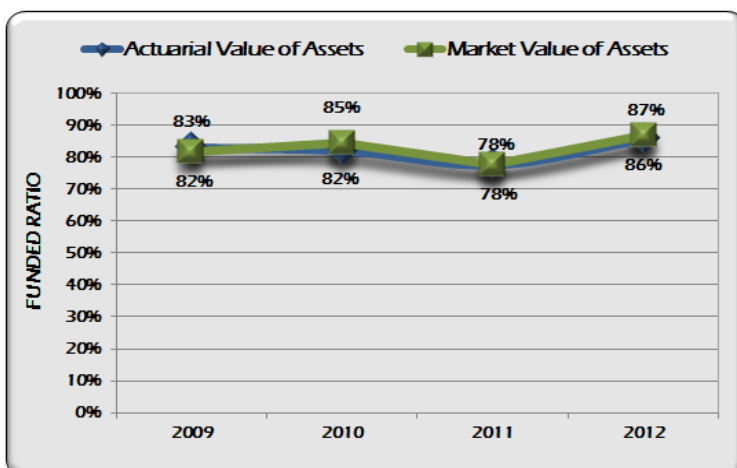
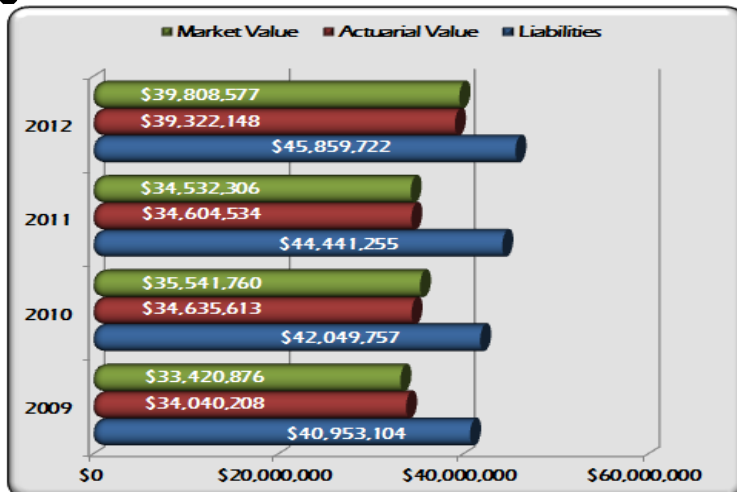
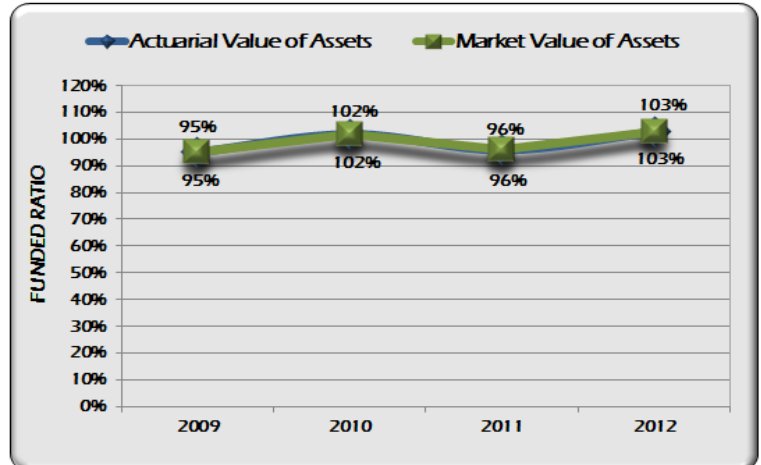
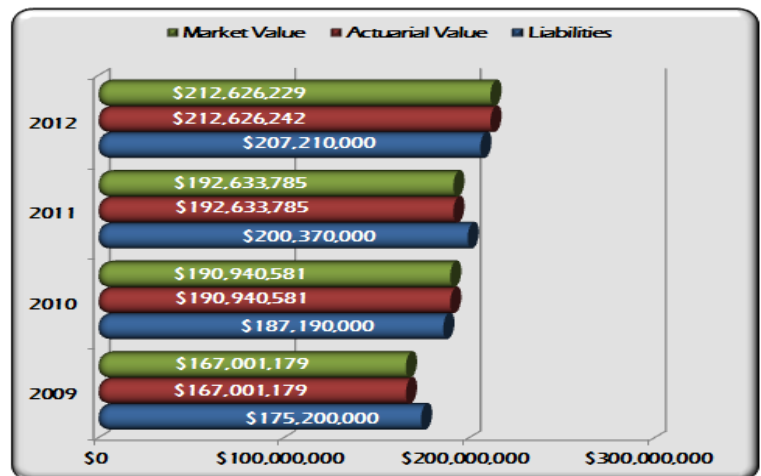
Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.25%

Salary: 2.5%



# NORTH KANSAS CITY POLICEMEN'S & FIREMEN'S RETIREMENT FUND

## MEMBERSHIP:

Active: 82

Inactive: 78

## CONTRIBUTIONS:

Employer: \$912,168

Employee: \$51,381

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation for first 20 years of service, plus 1% for each of the next 10 years of service  
Maximum: 30 years of service

### Normal Retirement Eligibility:

Age 55, Mandatory at age 65

Social Security Coverage: Yes

COLA: Lesser of Social Security COLA or 4%

## ACTUARIAL ASSUMPTIONS:

Interest: 6.5%

Salary: 4%

Deferred Retirement Option Plan (DROP)

## OLIVETTE SALARIED EMPLOYEES' RETIREMENT PLAN

### MEMBERSHIP:

Active: 44 Inactive: 71

### CONTRIBUTIONS:

Employer: \$529,586 Employee: \$148,413

### BENEFITS:

#### Normal Retirement Formula:

2.0% of compensation times years of service

#### Normal Retirement Eligibility:

Age 58 with 5 years of service

Social Security Coverage: Yes

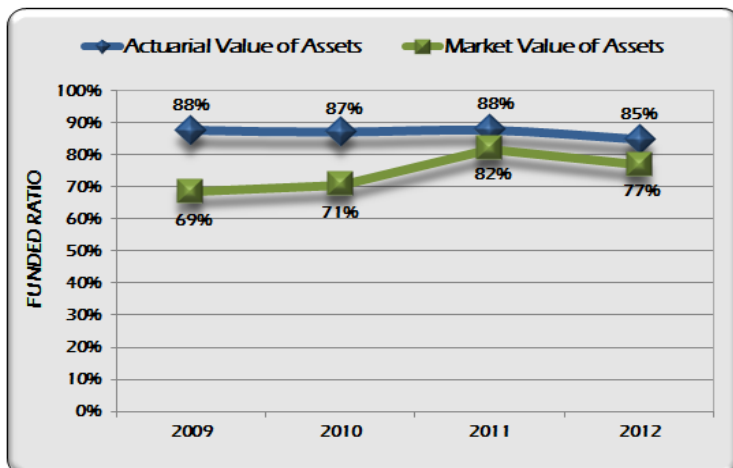
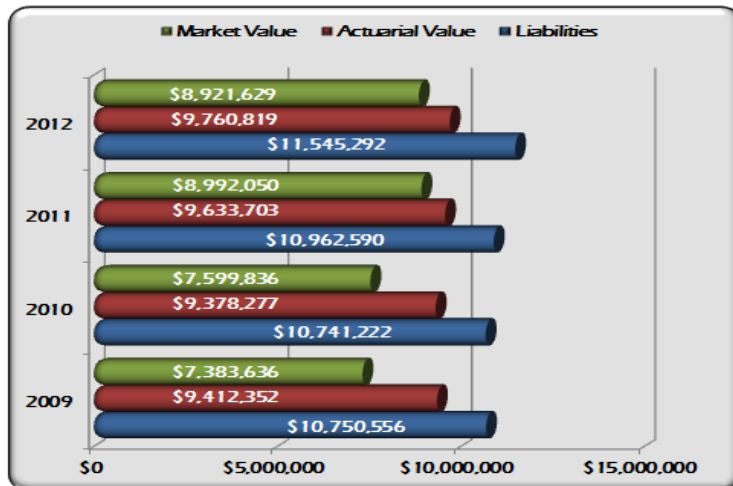
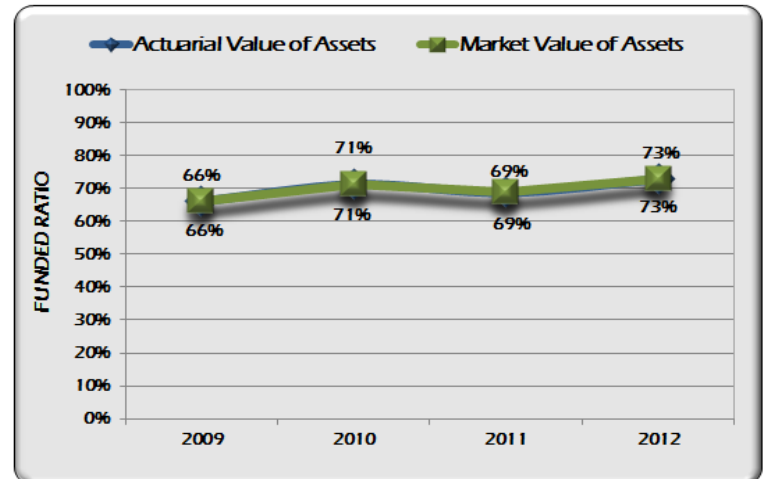
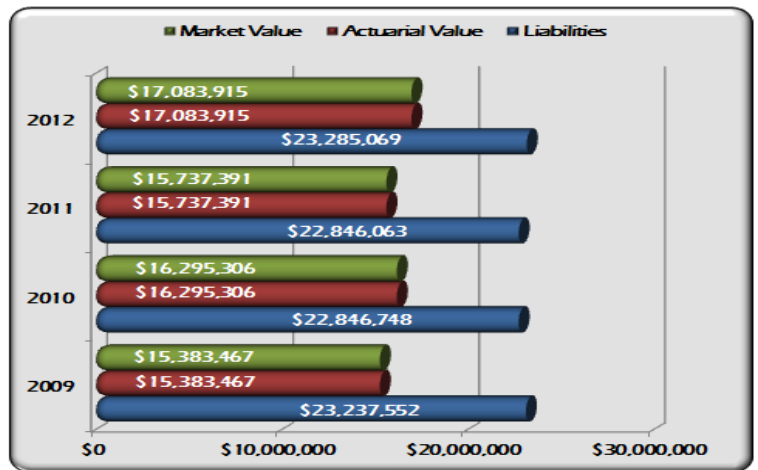
COLA: Annual Amount Maximum: 2%

'CAP'-Total Maximum: 25%

Retirements after 1/1/10 receive no COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.25% Salary: 4.50%



## OVERLAND NON- UNIFORM EMPLOYEES PENSION FUND

### MEMBERSHIP:

Active: 56 Inactive: 59

### CONTRIBUTIONS:

Employer: \$414,238 Employee: \$130,304

### BENEFITS:

#### Normal Retirement Formula:

2.25% of compensation times years of service  
Maximum: 60% of compensation

#### Normal Retirement Eligibility:

Age 58 with 5 years of service, or 25 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 3%

Percent of CPI: 60%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4%

# OVERLAND POLICE RETIREMENT FUND

## MEMBERSHIP:

Active: 46

Inactive: 36

## CONTRIBUTIONS:

Employer: \$271,164

Employee: \$130,856

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation for first 20 years of service, plus 1.5% for each of the next 10 years of service

### Normal Retirement Eligibility:

Age 62 with 18 years of service, age 65 with 5 years of service, or 20 years of service

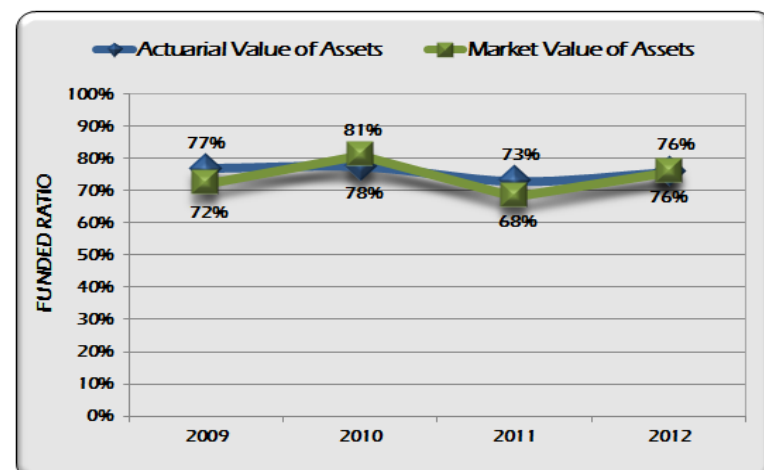
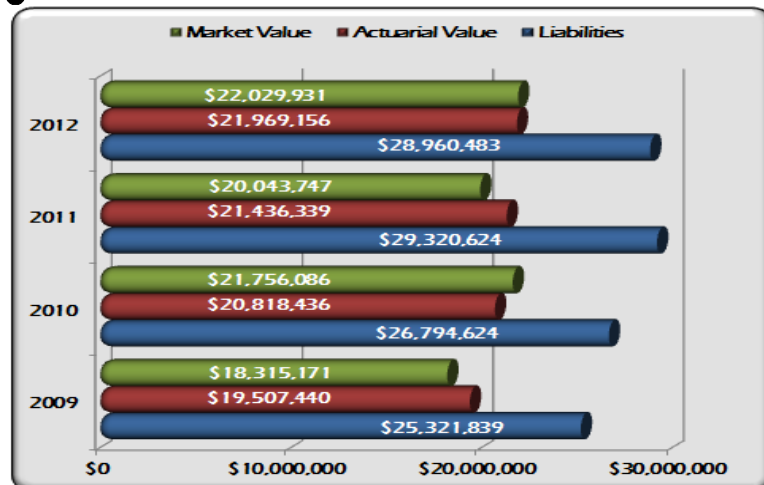
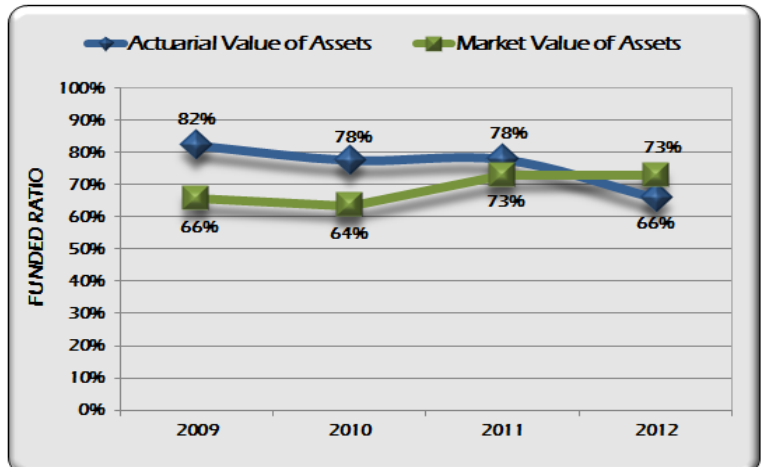
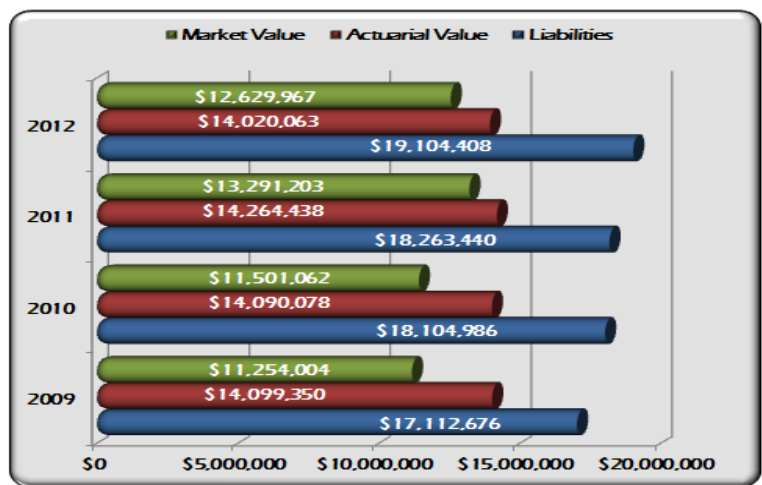
Social Security Coverage: Yes

COLA: Annual Amount Maximum: 3%  
Percent of CPI: 60%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 4%



# PATTONVILLE-BRIDGETON FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 60

Inactive: 29

## CONTRIBUTIONS:

Employer: \$1,189,000

Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

50% of compensation reduced for service less than 20 years (25 years if hired after 11-26-07)  
Supplemental benefit from 55 to 62: 20% of compensation

### Normal Retirement Eligibility:

Uniformed: Age 55 with 5 years of service

Non-Uniformed: Age 62 with 5 years of service

Social Security Coverage: Yes

COLA: Annual Amount Minimum: 1%  
Ad Hoc COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.75%

Salary: 2.5%

## POPLAR BLUFF POLICE & FIRE PENSION PLAN

### MEMBERSHIP:

Active: 82 Inactive: 59

### CONTRIBUTIONS:

Employer: \$189,007 Employee: \$209,325

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation for first 20 years of service,  
plus 1.5% for each additional year of service  
Maximum: \$1,650 per month

#### Normal Retirement Eligibility:

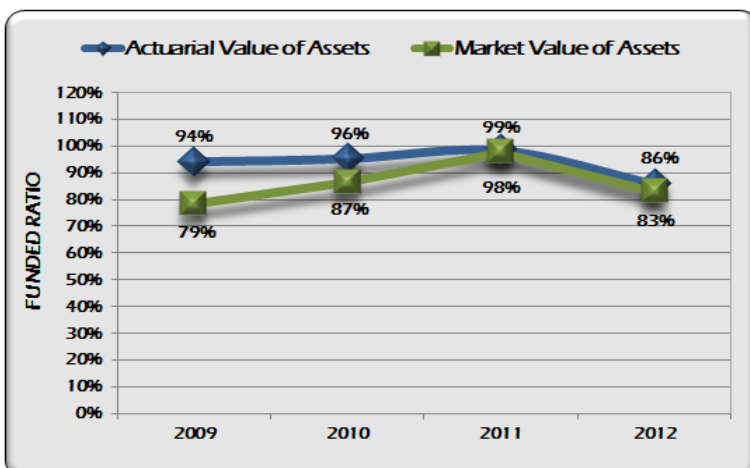
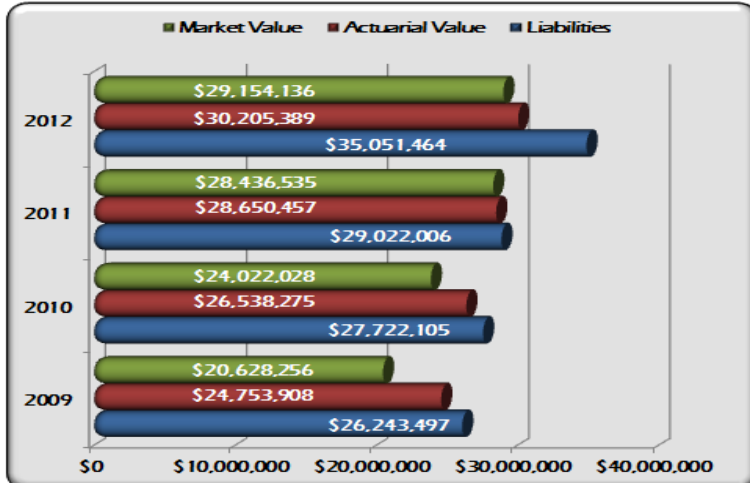
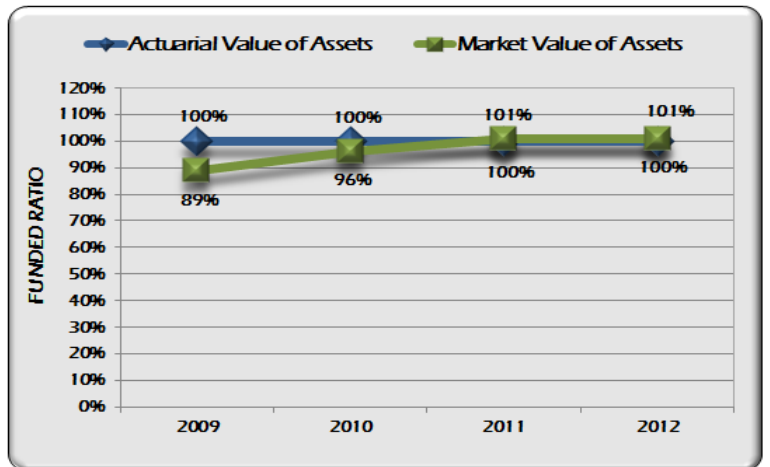
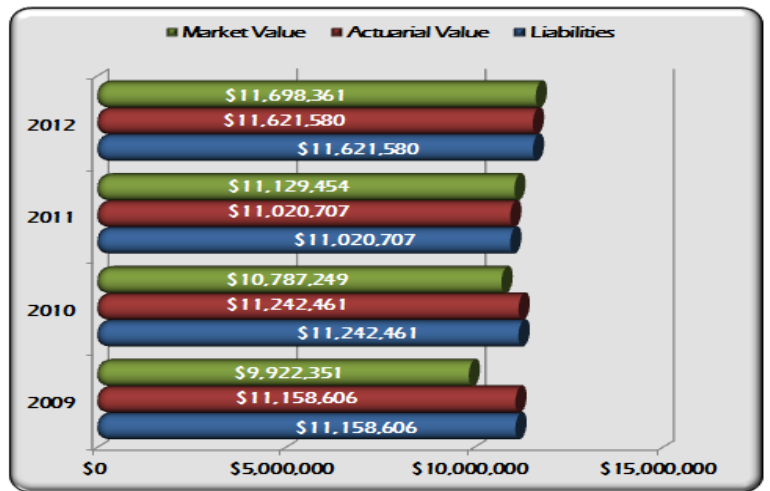
Age 55 with 5 years of service

Social Security Coverage: No

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 5.75% Salary: 3.25%



## PROSECUTING ATTORNEYS' & CIRCUIT ATTORNEYS' RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 114 Inactive: 84

### CONTRIBUTIONS:

Employer: \$1,561,553  
Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

1st & 2nd Class Counties & St. Louis City:  
50% of compensation

3rd & 4th Class Counties:

12 - 20 years: \$105 times each 2 year period  
20+ years: \$130 times each 2 year period

#### Normal Retirement Eligibility:

Age 62 with 12 years of service

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 2%  
'CAP'-Total Maximum: 50%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.25% Salary: 4%

# PUBLIC EDUCATION EMPLOYEES' RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 48,605 Inactive: 50,754

## CONTRIBUTIONS:

Employer: \$95,094,785 Employee: \$101,930,717

## BENEFITS:

### Normal Retirement Formula:

1.61% of compensation times years of service  
Rule of 80/30 & Out: Additional .8% of compensation times years of service to Social Security eligibility

### Normal Retirement Eligibility:

Age 60 with 5 years of service, age 55 with 25 years of service, 30 years of service, or Rule of 80

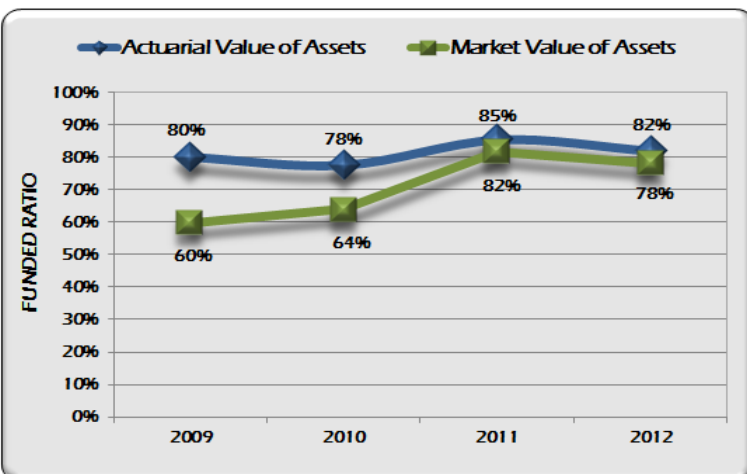
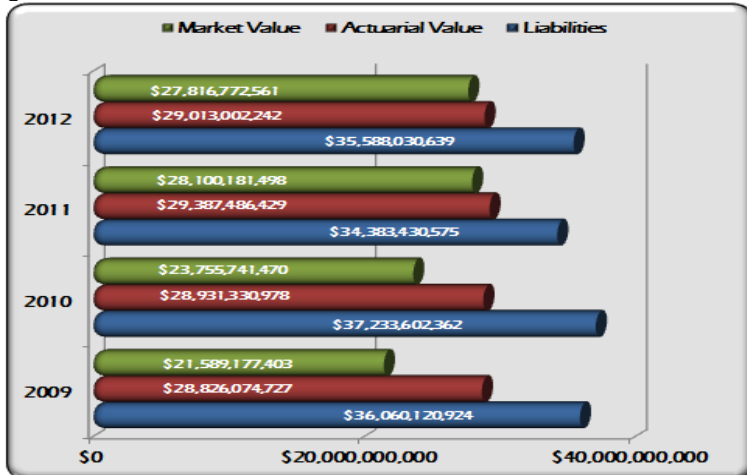
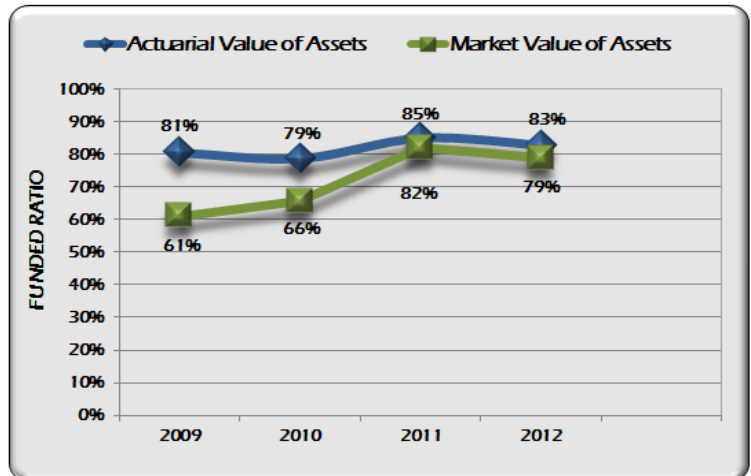
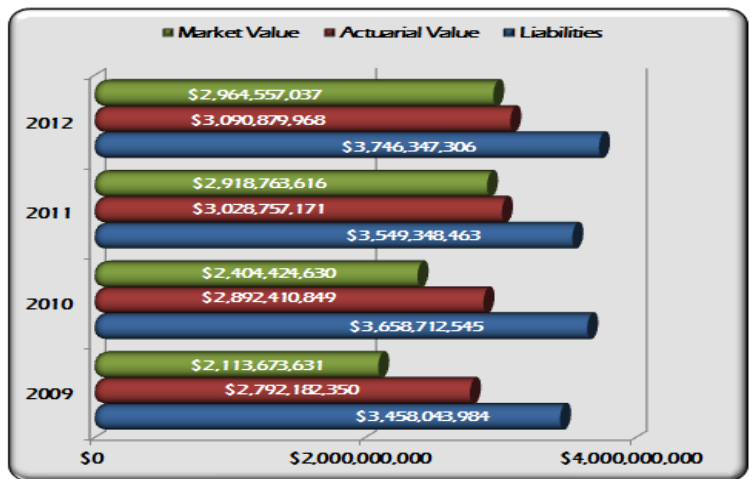
Social Security Coverage: Yes

COLA: Annual Amount Maximum: 5%  
'CAP'-Total Maximum: 80%

## ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 3.75%

Partial Lump Sum Option



# PUBLIC SCHOOL RETIREMENT SYSTEM

## MEMBERSHIP:

Active: 77,529 Inactive: 64,937

## CONTRIBUTIONS:

Employer: \$620,214,231 Employee: \$658,935,738

## BENEFITS:

### Normal Retirement Formula:

2.5% of compensation times years of service  
2.55 % of compensation with 31 years of service retiring before 07/01/13 and 31 years of service retiring between 8-28-13 and 7-1-14

### Normal Retirement Eligibility:

Age 60 with 5 years of service, age 55 with 25 years of service, 30 years of service, or Rule of 80

Social Security Coverage: No

COLA: Annual Amount Maximum: 5%  
'CAP'-Total Maximum: 80%

## ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 3.5%

Partial Lump Sum Option

## RAYTOWN POLICEMEN'S RETIREMENT FUND

### MEMBERSHIP:

Active: 51

Inactive: 33

### CONTRIBUTIONS:

Employer: \$686,270

Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

2.5% of compensation for first 20 years of service, plus 1% for each of the next 10 years of service

#### Normal Retirement Eligibility:

Age 55 with 20 years of service

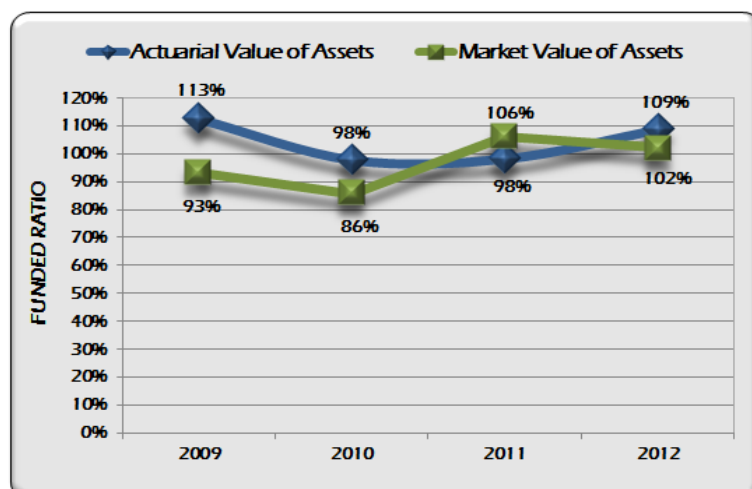
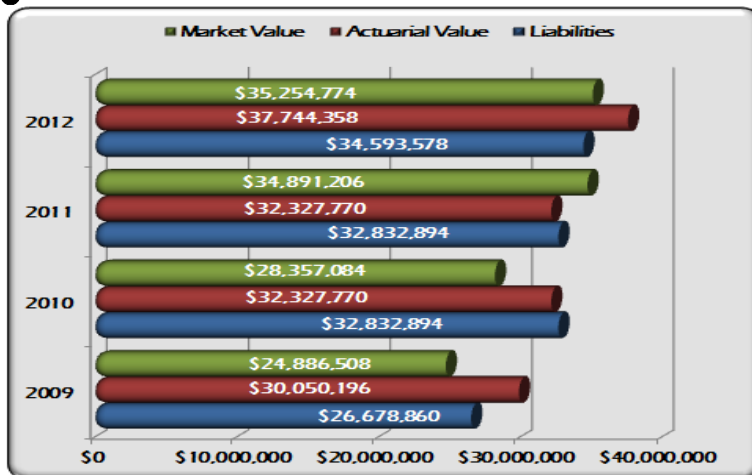
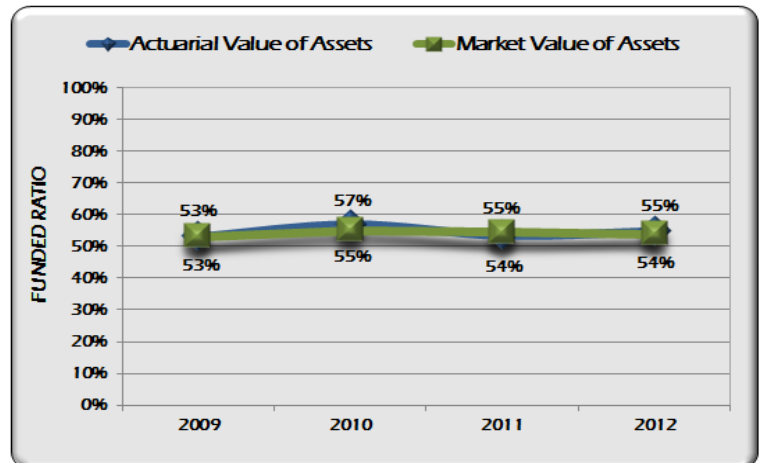
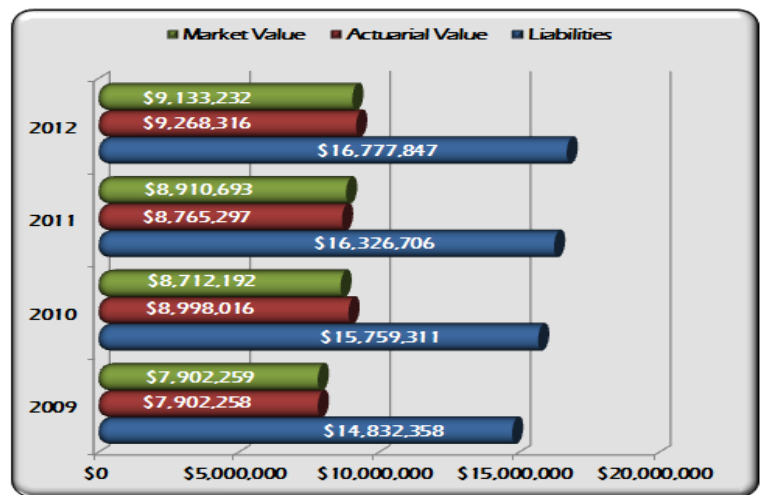
Social Security Coverage: Yes

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 4%



## RICHMOND HEIGHTS POLICE & FIRE RETIREMENT PLAN

### MEMBERSHIP:

Active: 64

Inactive: 34

### CONTRIBUTIONS:

Employer: \$965,639

Employee: \$120,404

### BENEFITS:

#### Normal Retirement Formula:

70% of compensation

#### Normal Retirement Eligibility:

Age 60 with 15 years or 30 years of service

Social Security Coverage: Yes

COLA: Based on increase in base pay of actives until retiree reaches full social security age

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 5%

# ROCK COMMUNITY FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 68

Inactive: 17

## CONTRIBUTIONS:

Employer: \$651,325

Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

2% of compensation times years of service

Supplemental Benefit: \$500 per month to Medicare eligibility

### Normal Retirement Eligibility:

Age 60 with 5 years of service, or age 55 with 30 years of service

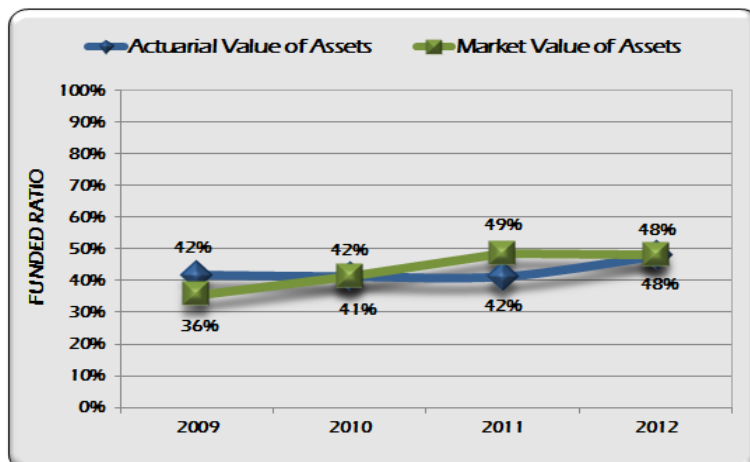
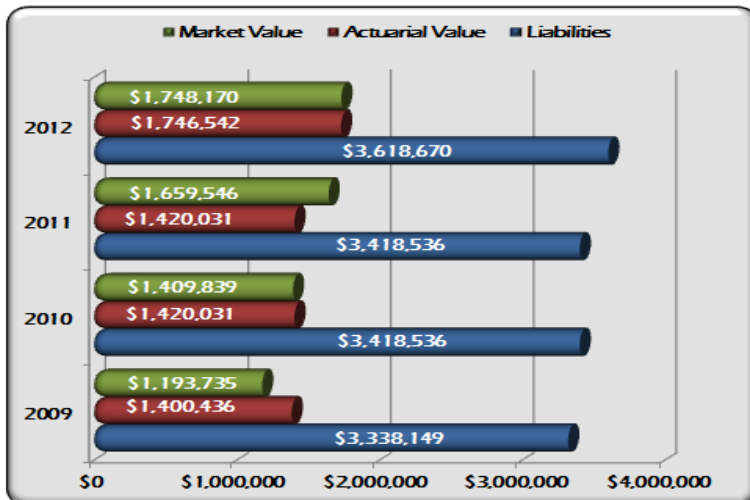
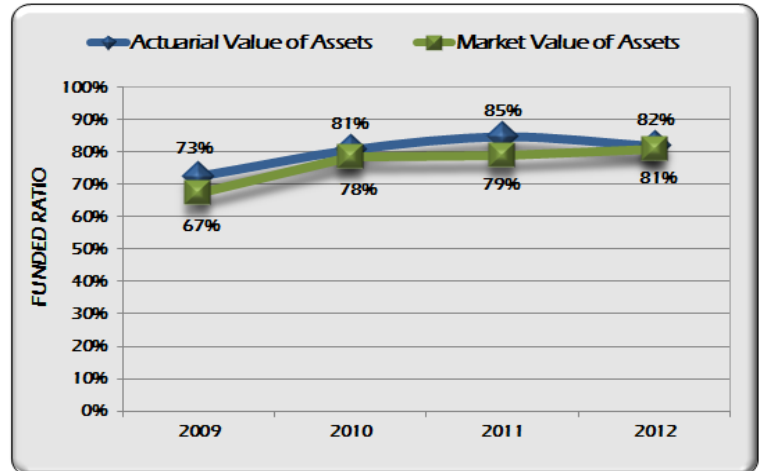
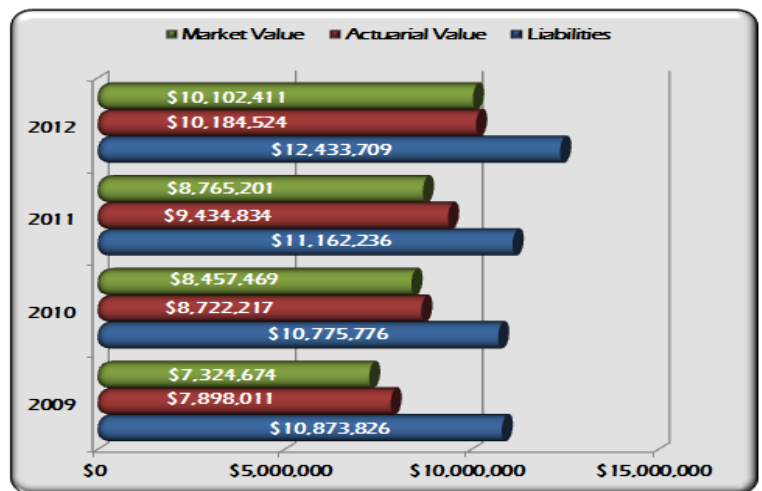
Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 3%



# ROCK HILL POLICE & FIREMEN'S PENSION PLAN

## MEMBERSHIP:

Active: 10

Inactive: 20

## CONTRIBUTIONS:

Employer: \$213,226

Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

40% or 50% of compensation, reduced by 1/20 for each year less than 20, plus temporary benefit. Percentage based on age and years of service as of 4/30/03.

### Normal Retirement Eligibility:

Age 60 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6.0%

Closed Plan effective October 2003

# SALINE VALLEY FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 31 Inactive: 10

## CONTRIBUTIONS:

Employer: \$200,571

Employee: Non-Contributory

## BENEFITS:

Normal Retirement Formula:

\$90 per month times years of service

Maximum: 25 years

Normal Retirement Eligibility:

Age 60 with 7 years of service

Social Security Coverage: Yes

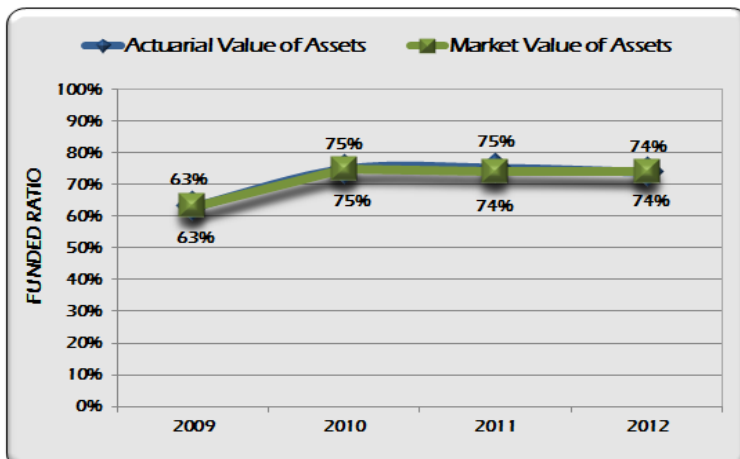
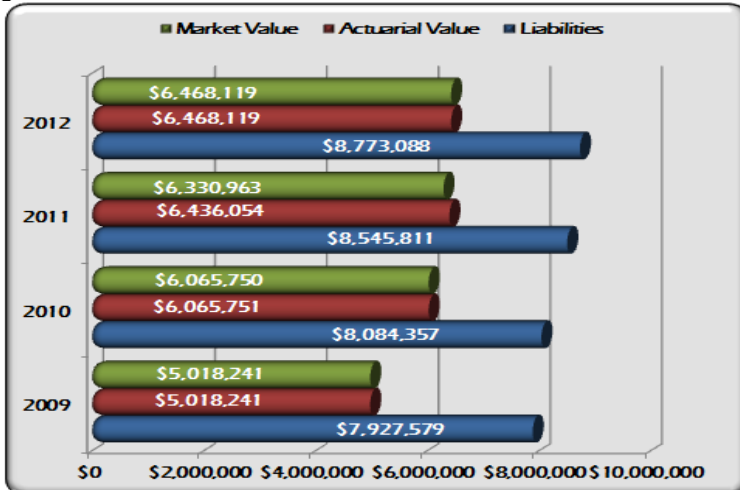
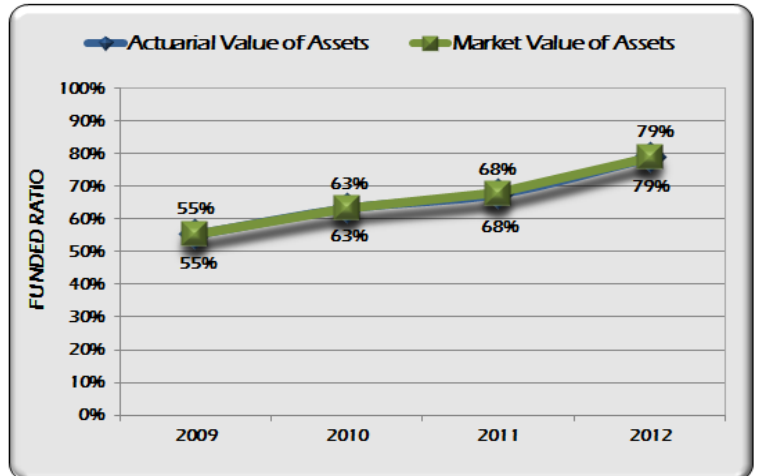
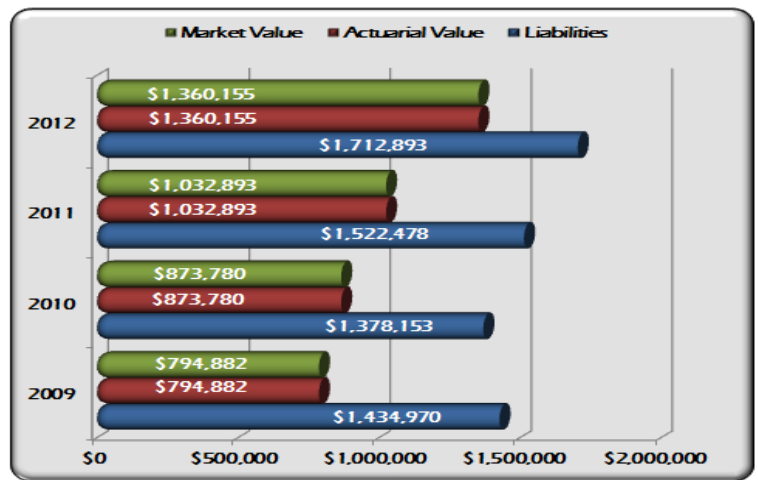
COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7%

Defined Contribution Plan

See corresponding information in defined contribution section



# SEDALIA FIREMEN'S RETIREMENT FUND

## MEMBERSHIP:

Active: 40 Inactive: 39

## CONTRIBUTIONS:

Employer: \$369,411

Employee: \$101,759

## BENEFITS:

Normal Retirement Formula:

50% of Indexed Earnings Base (IEB)

2012 IEB = \$46,992

Normal Retirement Eligibility:

Age 55 with 22 years of service

Social Security Coverage: No

COLA: Annual Amount Maximum: 3%

## ACTUARIAL ASSUMPTIONS:

Interest: 7%

Salary: 3%

## SEDALIA POLICE RETIREMENT FUND

### MEMBERSHIP:

Active: 35

Inactive: 41

### CONTRIBUTIONS:

Employer: \$231,860 Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation times years of service

Maximum: 30 years

#### Normal Retirement Eligibility:

Age 52 with 15 years of service

Social Security Coverage: Yes

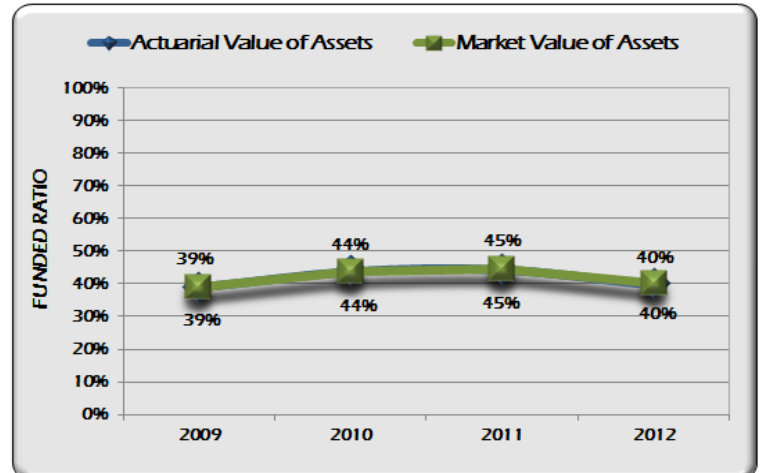
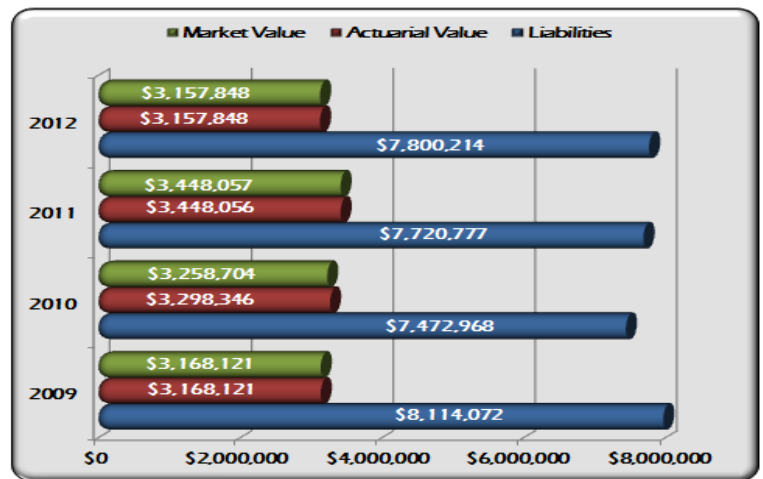
COLA: Annual Amount Maximum: 2%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Plan Frozen April 2010

Current and New Members moved to LAGERS



## SHERIFF'S RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 114

Inactive: 188

### CONTRIBUTIONS:

Employer: \$1,674,091

Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation times years of service, plus

Monthly supplement not to exceed \$450

2012 supplement = \$391

#### Normal Retirement Eligibility:

Age 55 with 12 years of service, or

Age 62 with 8 years of service

Social Security Coverage: Yes

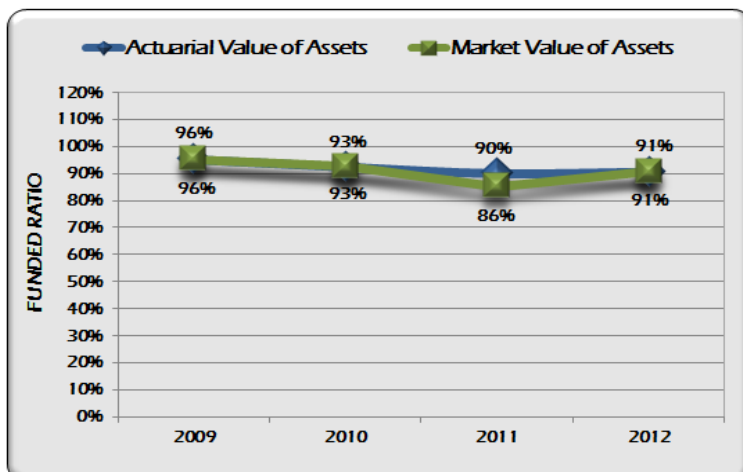
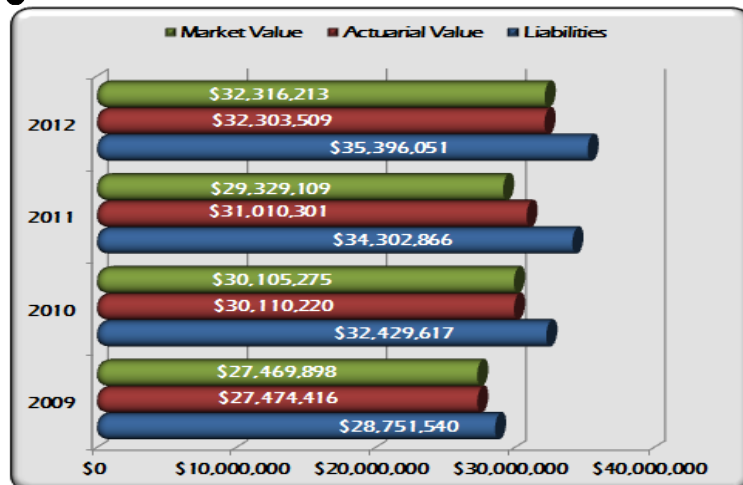
COLA: Annual Amount Maximum: 5%

Percent of CPI: 100%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 1.5%



# SPRINGFIELD POLICE & FIRE RETIREMENT FUND

## MEMBERSHIP:

Active: 373 Inactive: 506

## CONTRIBUTIONS:

Employer: \$35,126,486 Employee: \$2,996,883

## BENEFITS:

### Normal Retirement Formula:

2.8% of compensation times years of service;  
Maximum: 70% of compensation

### Normal Retirement Eligibility:

Age 50 with 20 years of service, Age 60, or 25 years of service

Social Security Coverage: No

COLA: Annual Amount Maximum: 3%

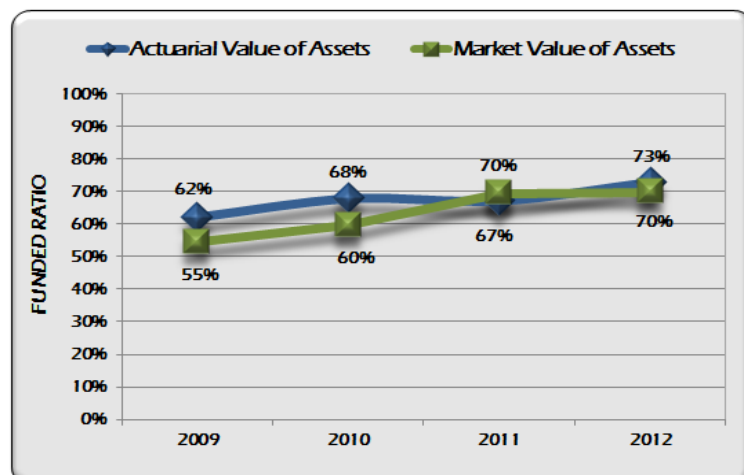
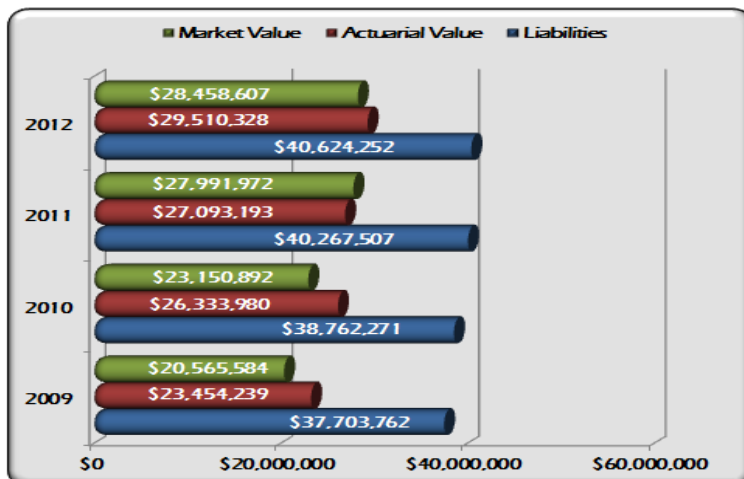
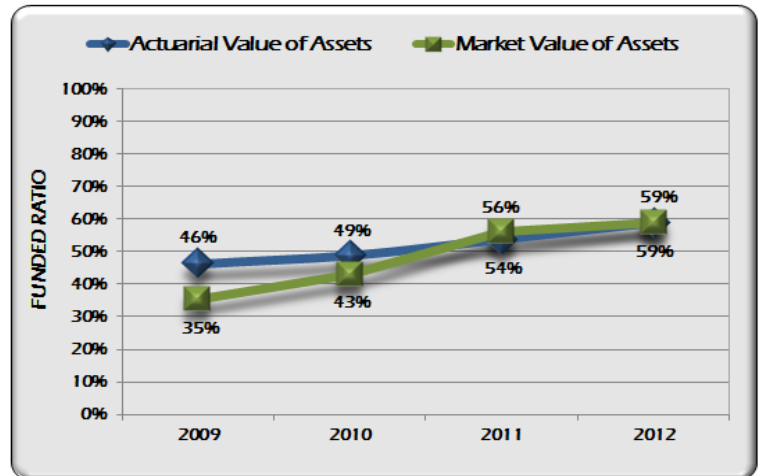
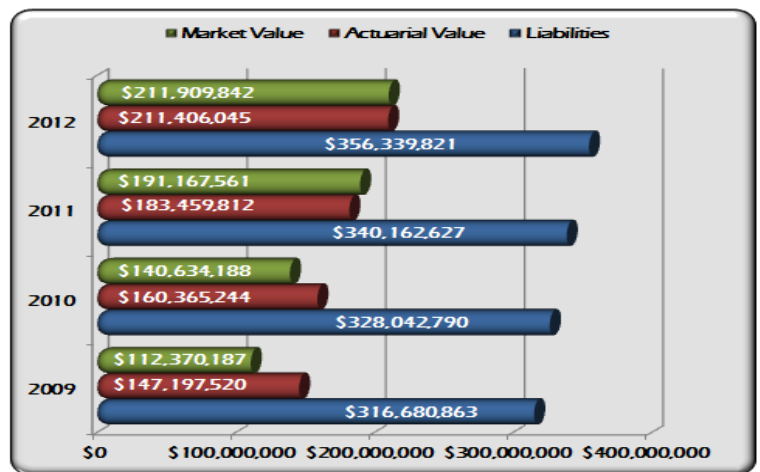
Ad Hoc COLA if hired after 06/01/06

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: varies

Plan Closed January 31, 2010

Active members hired after 06/01/06 and new hires moved to LAGERS



# ST. JOSEPH POLICEMEN'S PENSION FUND

## MEMBERSHIP:

Active: 110 Inactive: 95

## CONTRIBUTIONS:

Employer: \$1,715,703 Employee: \$221,041

## BENEFITS:

### Normal Retirement Formula:

40% of compensation for first 20 years of service,  
plus 2% for each of the next 15 years  
Maximum: 70% of compensation

### Normal Retirement Eligibility:

20 years of service

Social Security Coverage: No

COLA: Annual Amount Maximum: 4%

Percent of CPI: 50%

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5%

Salary: 4%

## ST. LOUIS CO EMPLOYEES RETIREMENT PLAN

### MEMBERSHIP:

Active: 3,808

Inactive: 3,778

### CONTRIBUTIONS:

Employer: \$38,959,667

Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

General Employees: 1.5% of compensation times years of service, plus \$15 per month times years of service

Uniformed: 1.6% of compensation times years of service, plus \$30 per month times years of service to age 65, plus \$5 per month times years of service

#### Normal Retirement Eligibility:

General Employees: Age 65 with 3 years of service

Uniformed: Age 60 with 10 years of service, age 65 with 3 years of service, or Rule of 80

Social Security Coverage: Yes

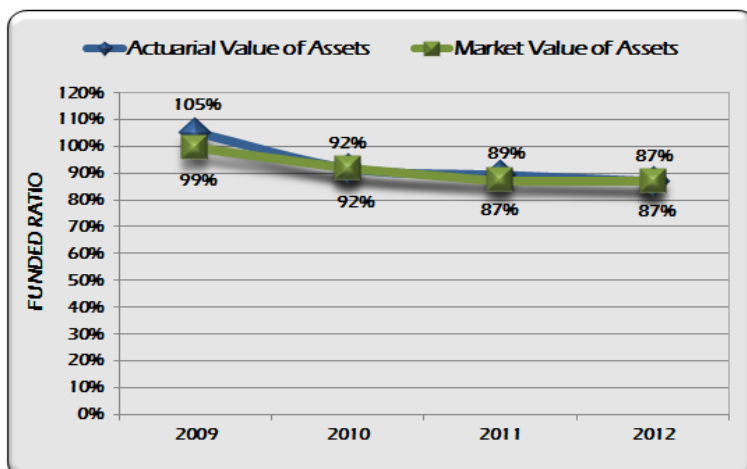
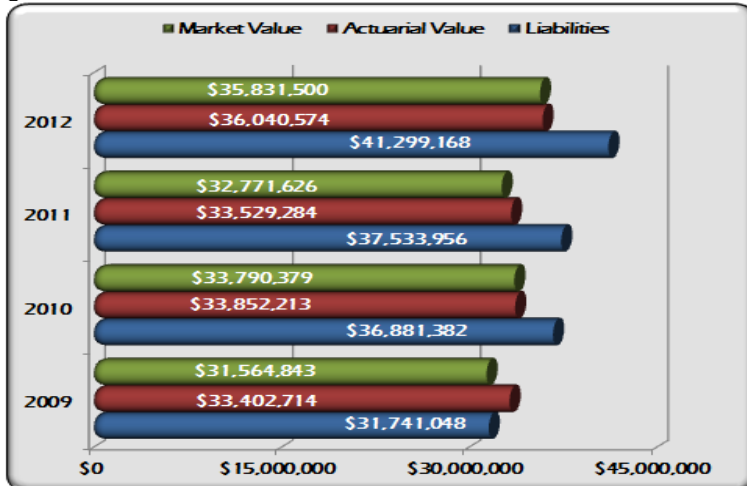
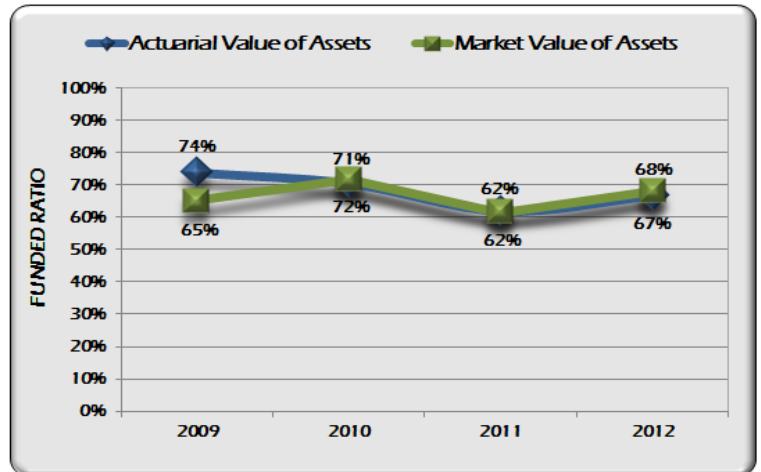
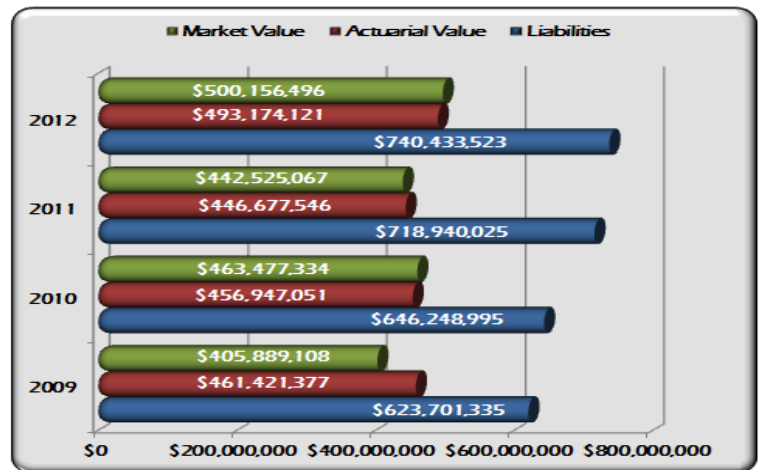
COLA: Ad Hoc COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 8%

Salary: 4.5%

Partial Lump Sum Option



## ST. LOUIS CO LIBRARY DISTRICT EMPLOYEES' PENSION PLAN

### MEMBERSHIP:

Active: 355

Inactive: 314

### CONTRIBUTIONS:

Employer: \$1,403,653

Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

1.6% of compensation times years of service

#### Normal Retirement Eligibility:

Age 65 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 7.25%

Salary: 4.5%

## ST. LOUIS EMPLOYEES RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 5,341

Inactive: 6,572

### CONTRIBUTIONS:

Employer: \$30,396,034

Employee: Non-Contributory

### BENEFITS:

#### Normal Retirement Formula:

1.3% of compensation times years of service up to \$61,884, plus 2.05% of compensation times years of service above \$61,884

#### Normal Retirement Eligibility:

Age 65 with 5 years of service, or Rule of 85

Social Security Coverage: Yes

COLA: Annual Amount Maximum: 5%

'CAP'-Total Maximum: 25%

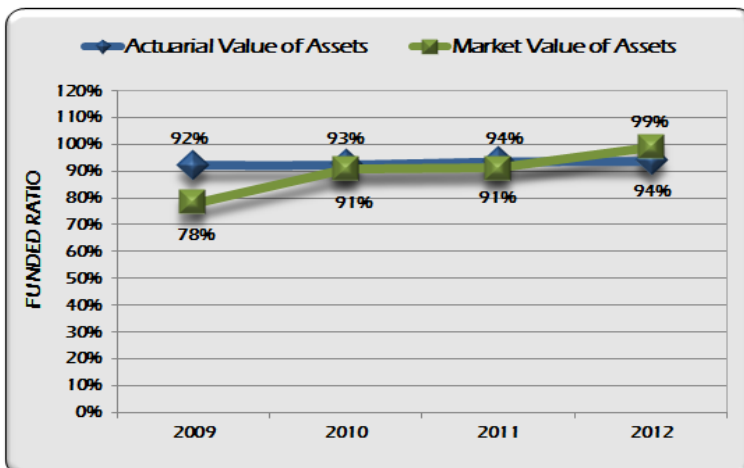
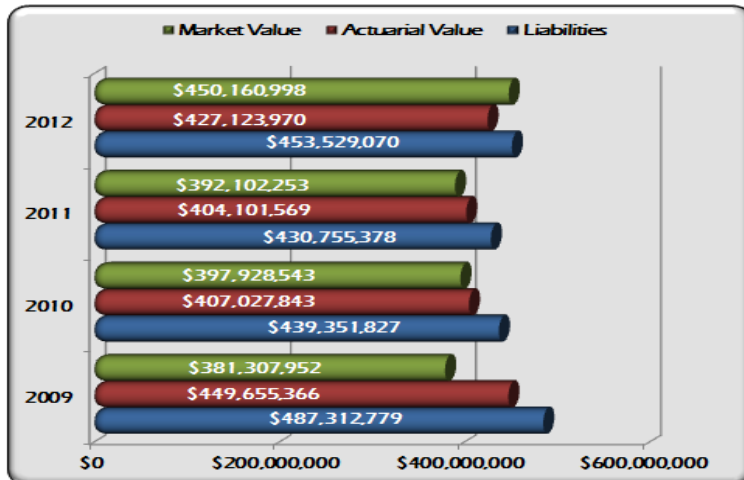
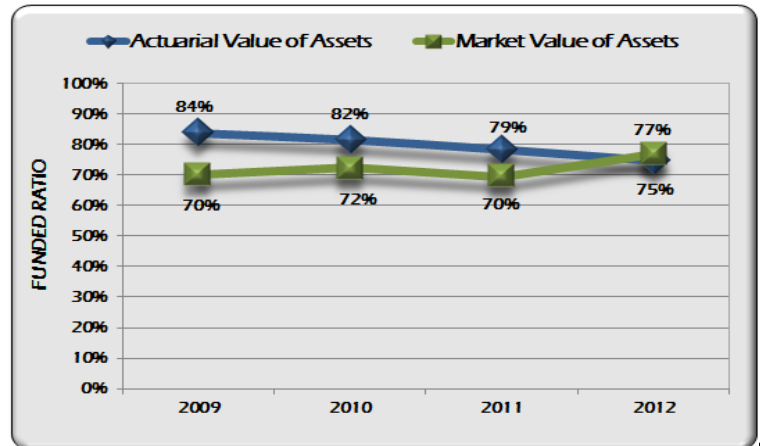
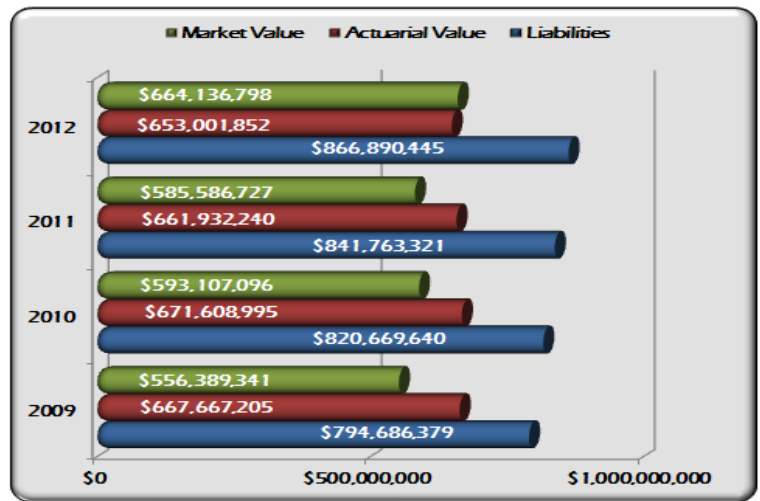
Percent of CPI: 100%

### ACTUARIAL ASSUMPTIONS:

Interest: 8%

Salary: varied

Deferred Retirement Option Plan (DROP)



## ST. LOUIS FIREMEN'S RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 557

Inactive: 1,091

### CONTRIBUTIONS:

Employer: \$21,680,123

Employee: \$2,569,508

### BENEFITS:

#### Normal Retirement Formula:

40% of compensation for first 20 years of service, plus 2% for each of the next 5 years of service, plus 5% for each year over 25 years  
Maximum: 30 years

#### Normal Retirement Eligibility:

20 years of service

Social Security Coverage: No

COLA: Annual Amount Minimum: 1.5%

Annual Amount Maximum: 5%

'CAP'-Total Maximum: 25% after Age 60

### ACTUARIAL ASSUMPTIONS:

Interest: 7.625%

Salary: Varies

Deferred Retirement Option Plan (DROP)

## ST. LOUIS POLICE RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 1,141 Inactive: 2,071

### CONTRIBUTIONS:

Employer: \$28,473,995 Employee: \$4,154,589

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation for first 25 years of service,  
plus 4% for each of the next 5 years, plus 5% for all  
service after 30 years

Maximum: 75% of compensation

#### Normal Retirement Eligibility:

Age 55, or 20 years of service

Mandatory at Age 65

Social Security Coverage: No

COLA: Annual Amount Maximum: 3%

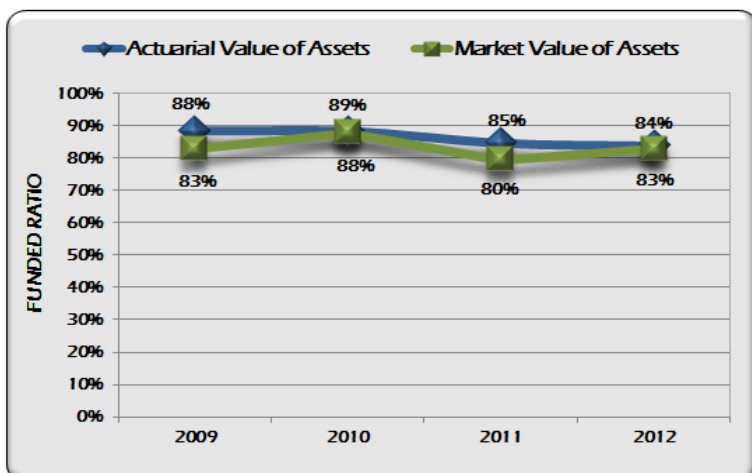
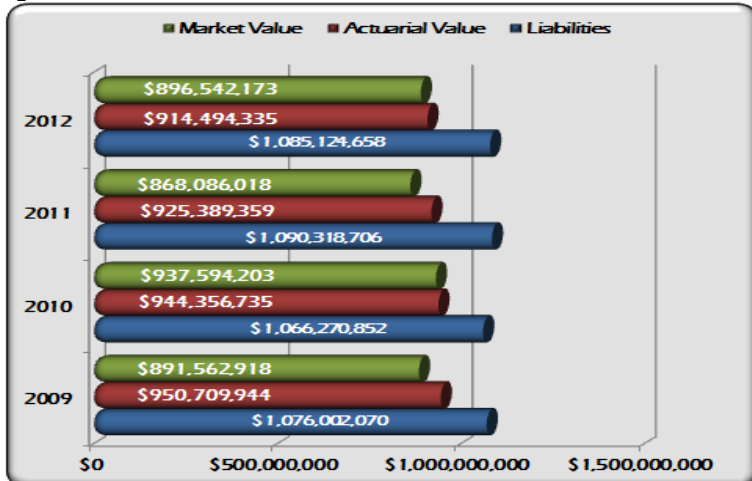
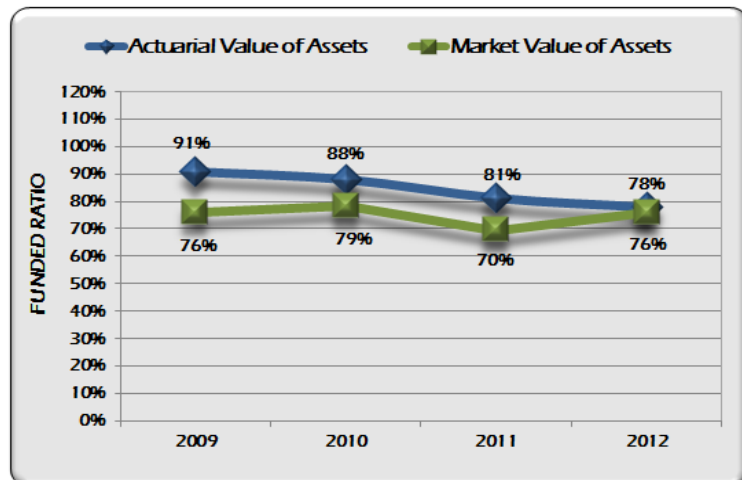
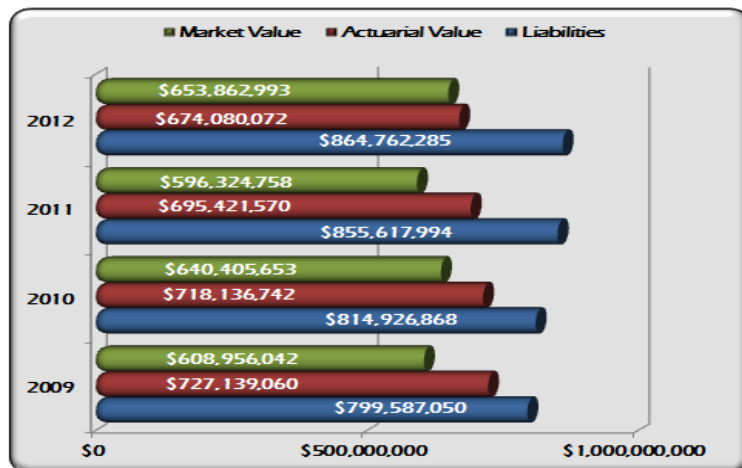
'CAP'-Total Maximum: 30%

Percent of CPI: 100%

### ACTUARIAL ASSUMPTIONS:

Interest: 7.75% Salary: 5%

Deferred Retirement Option Plan (DROP)



## ST. LOUIS PUBLIC SCHOOL RETIREMENT SYSTEM

### MEMBERSHIP:

Active: 4,786 Inactive: 6,159

### CONTRIBUTIONS:

Employer: \$29,551,964 Employee: \$12,147,663

### BENEFITS:

#### Normal Retirement Formula:

2% of compensation times years of service  
Maximum: 60% of compensation

#### Normal Retirement Eligibility:

Age 65, or Rule of 85

Social Security Coverage: Yes

COLA: Ad Hoc COLA

### ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 4.5%

# UNIVERSITY CITY NON-UNIFORMED RETIREMENT PLAN

## MEMBERSHIP:

Active: 135

Inactive: 77

## CONTRIBUTIONS:

Employer: \$545,093

Employee: \$194,902

## BENEFITS:

### Normal Retirement Formula:

1.6% of compensation times years of service,  
plus .50% above \$43,000  
Maximum: 35 years of service

### Normal Retirement Eligibility:

Age 65 with 10 years of service, or age 62 with 30  
years of service

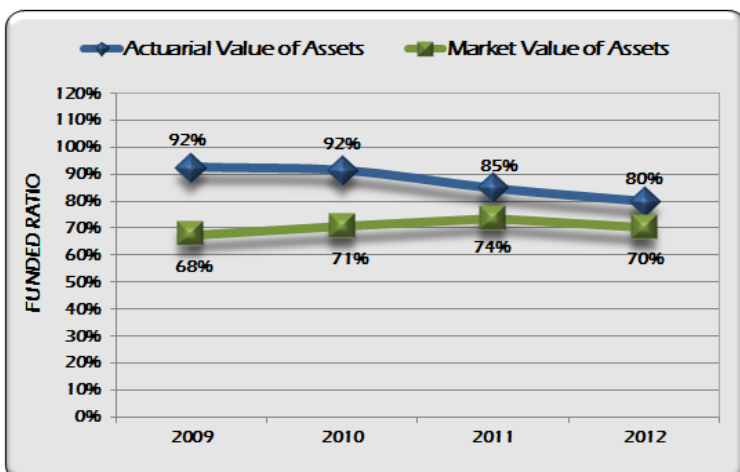
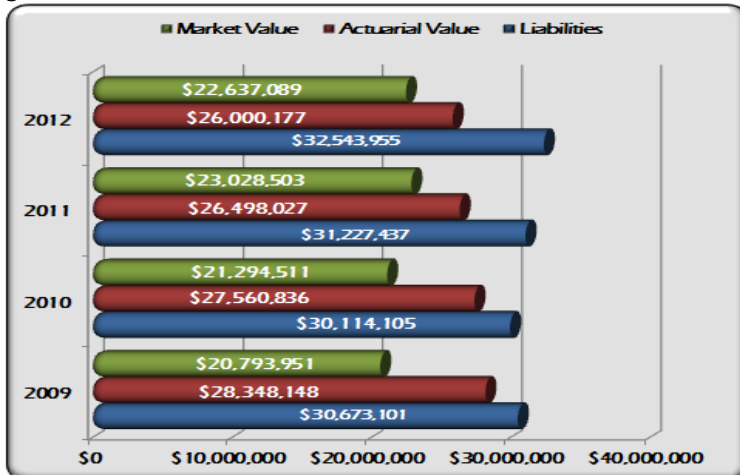
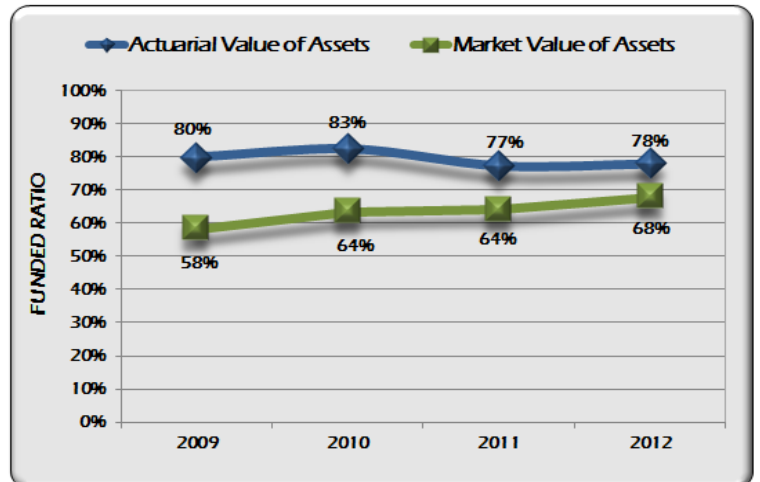
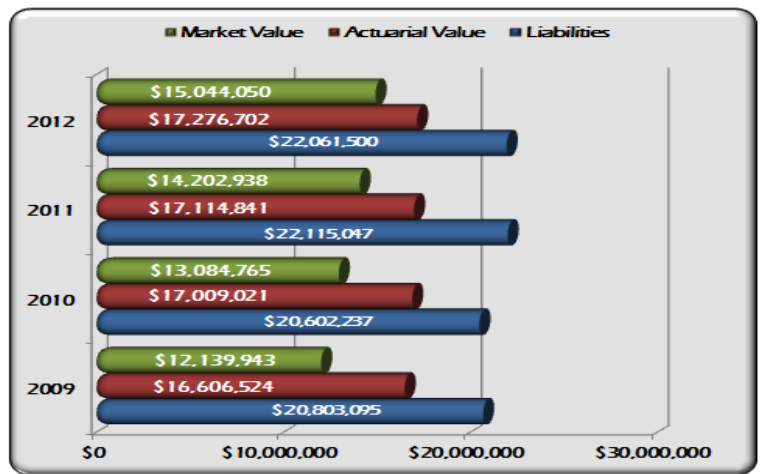
Social Security Coverage: Yes

COLA: Ad Hoc COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6.5%

Salary: 3%



# UNIVERSITY CITY POLICE & FIRE RETIREMENT FUND

## MEMBERSHIP:

Active: 114

Inactive: 98

## CONTRIBUTIONS:

Employer: \$961,476 Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

65% of compensation for first 25 years of service,  
plus 1% for each of the next 5 years of service  
Maximum: 70% of compensation

### Normal Retirement Eligibility:

Age 50 with 25 years of service

Social Security Coverage: No

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 6.5%

Salary: 3%

Defined Contribution Offset

# UNIVERSITY OF MO RETIREMENT, DISABILITY, & DEATH BENEFIT PROGRAM

## MEMBERSHIP:

Active: 18,199 Inactive: 11,641

## CONTRIBUTIONS:

Employer: \$79,759,998 Employee: \$13,379,392

## BENEFITS:

### Normal Retirement Formula:

2.2% of compensation times years of service  
1% of compensation times years of service for employees hired after 10/1/12

### Normal Retirement Eligibility:

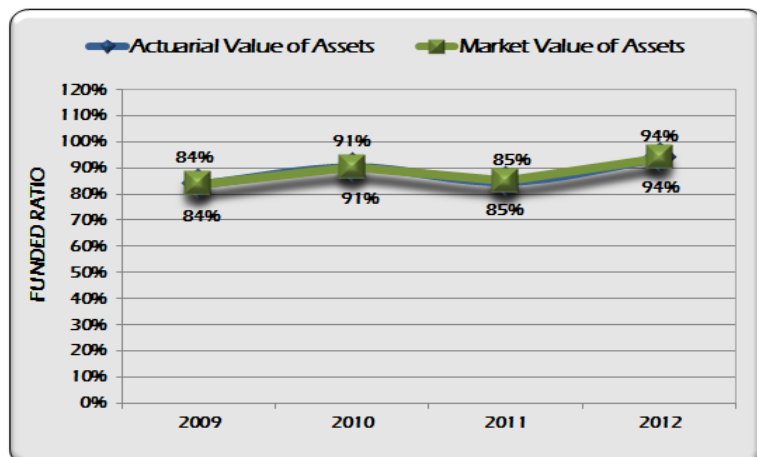
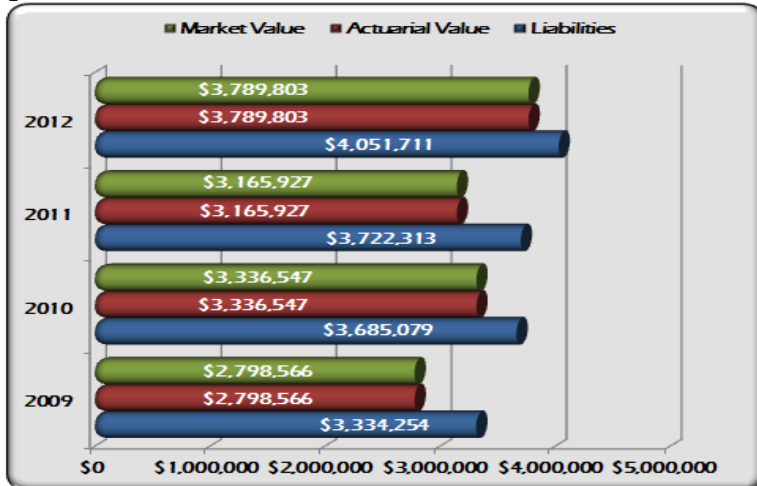
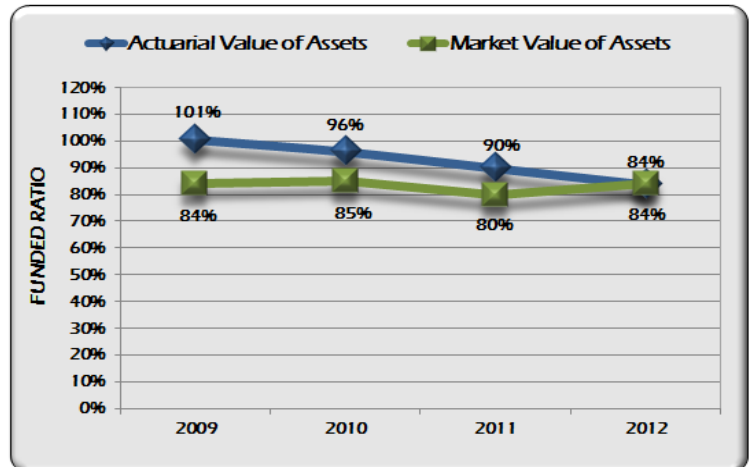
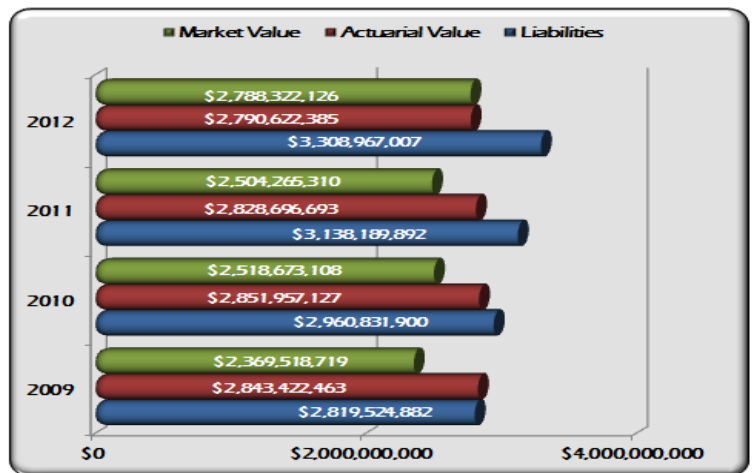
Age 65 with 5 years of service  
Age 62 with 25 years of service

Social Security Coverage: Yes

COLA: Ad Hoc COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 8% Salary: 5%



# VALLEY PARK FIRE PROTECTION DISTRICT RETIREMENT PLAN

## MEMBERSHIP:

Active: 26 Inactive: 9

## CONTRIBUTIONS:

Employer: \$245,000  
Employee: Non-Contributory

## BENEFITS:

### Normal Retirement Formula:

1.75% of compensation times years of service  
Maximum: 30 years of service

### Normal Retirement Eligibility:

Age 55 with 5 years of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 7.5% Salary: 4%

# WARRENTON FIRE PROTECTION DISTRICT LENGTH OF SERVICE AWARDS PROGRAM

## MEMBERSHIP:

Active: 37      Inactive: 8

## CONTRIBUTIONS:

Employer: \$34,483      Employee: \$0

## BENEFITS:

### Normal Retirement Formula:

\$10 per month times years of service;  
Maximum: \$200 per month  
Life annuity guaranteed for 10 years

### Normal Retirement Eligibility:

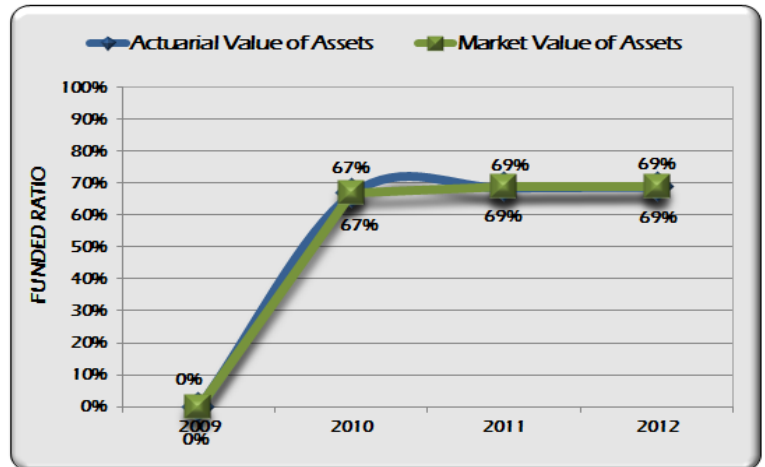
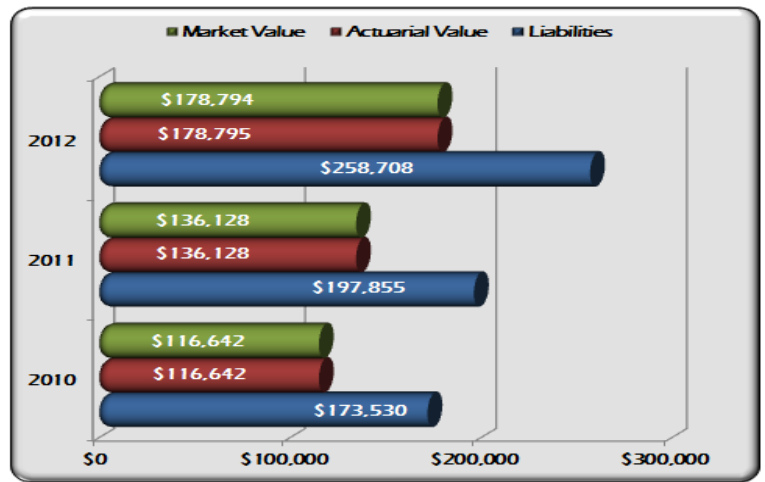
Age 65 with 1 year of service

Social Security Coverage: Yes

COLA: No COLA

## ACTUARIAL ASSUMPTIONS:

Interest: 4.75%

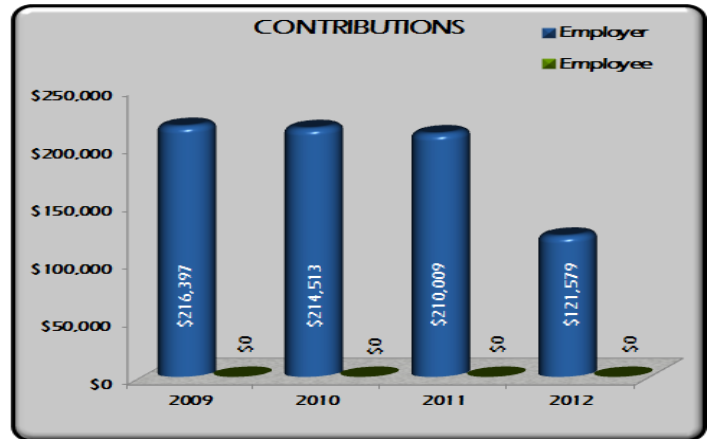
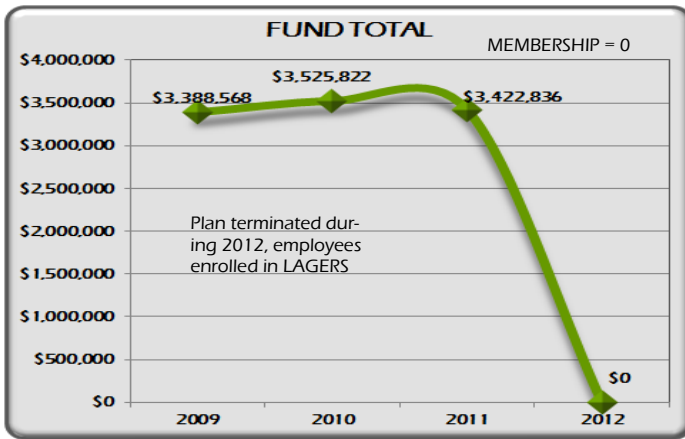




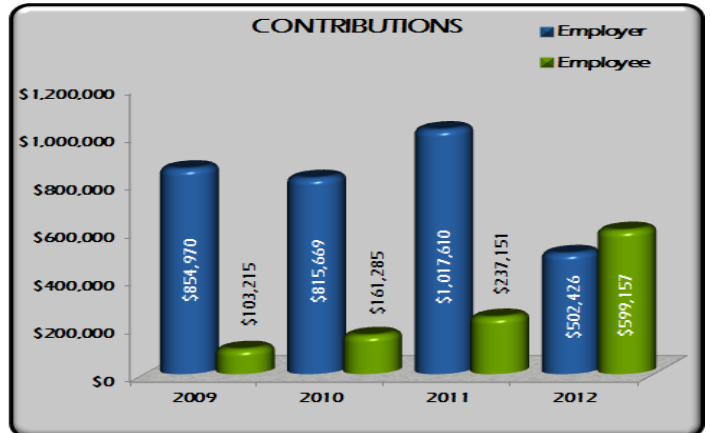
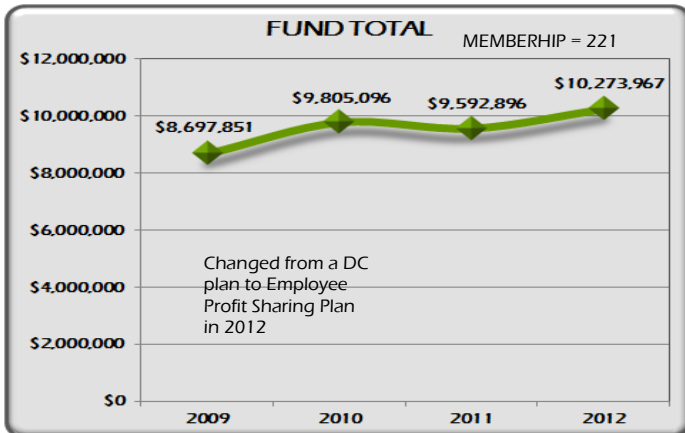
## DEFINED CONTRIBUTION PLANS

It should be noted that data included  
in these appendices reflect  
PERS information from plan year 2012

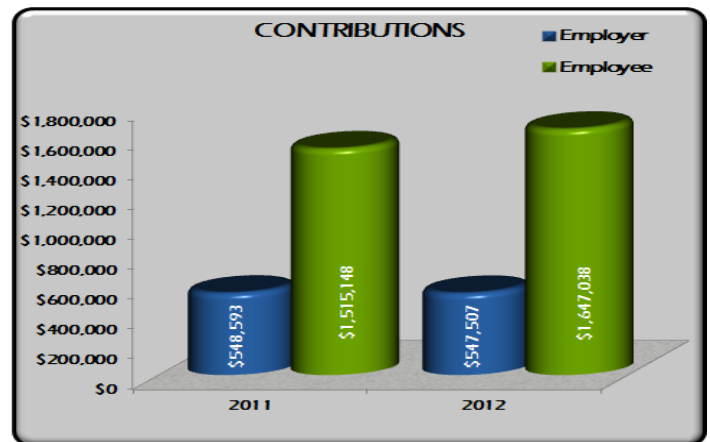
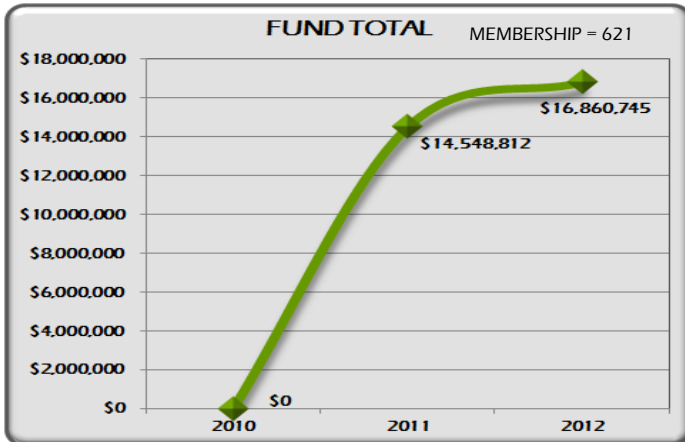
## BALLWIN POLICE PENSION PLAN



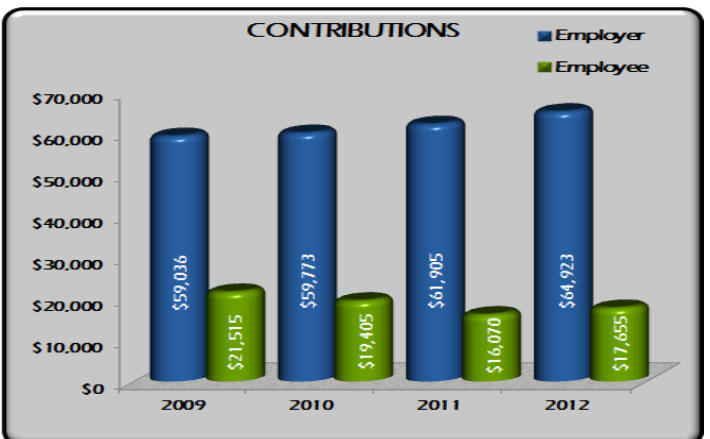
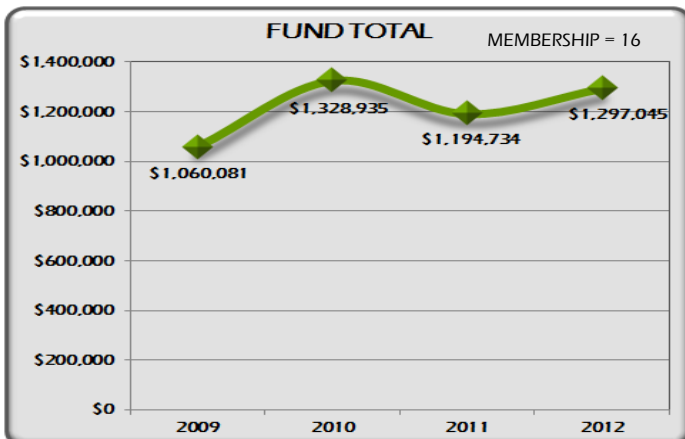
## BATES COUNTY MEMORIAL HOSPITAL EMPLOYEES' PROFIT SHARING PLAN



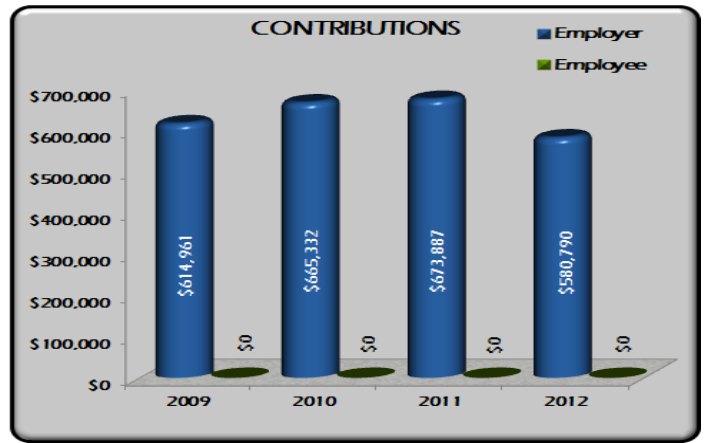
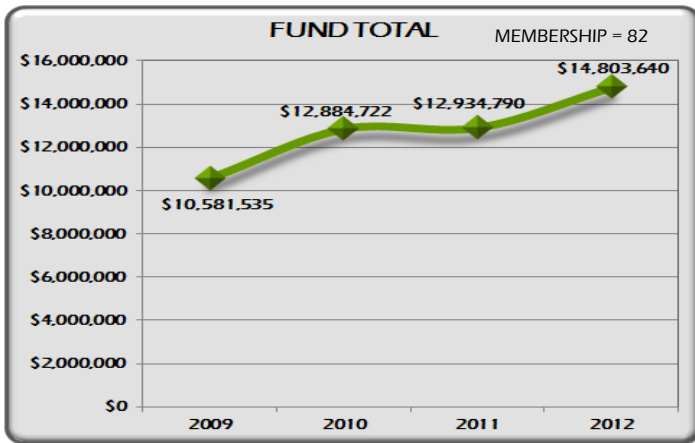
## BOTHWELL HOSPITAL DEFINED CONTRIBUTION RETIREMENT PLAN



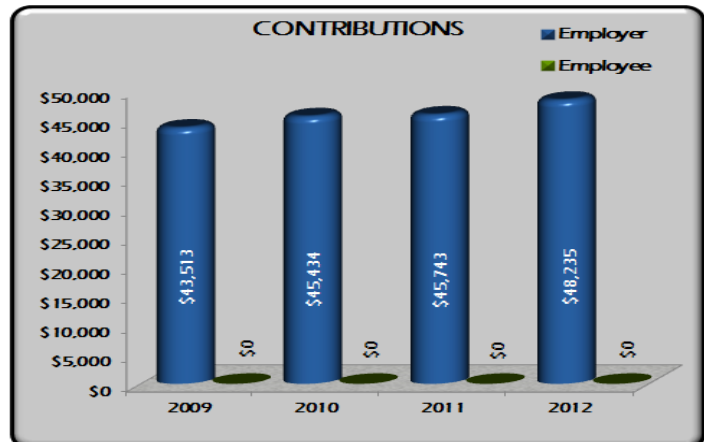
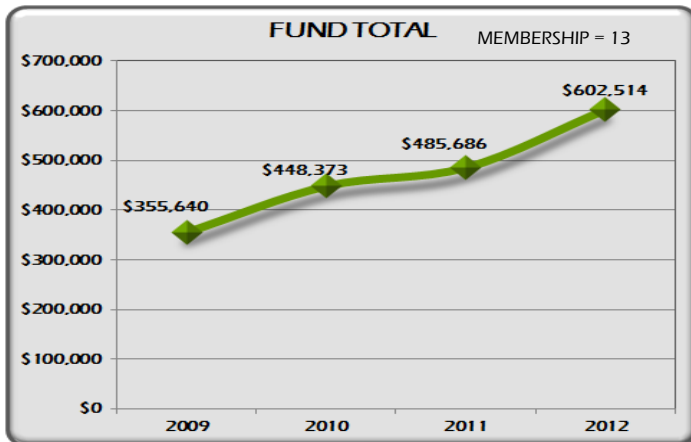
## CEDAR HILL FIRE PROTECTION DISTRICT MONEY PURCHASE PLAN



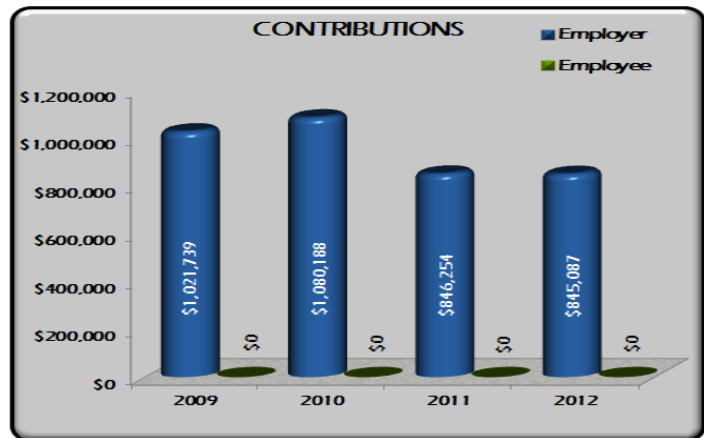
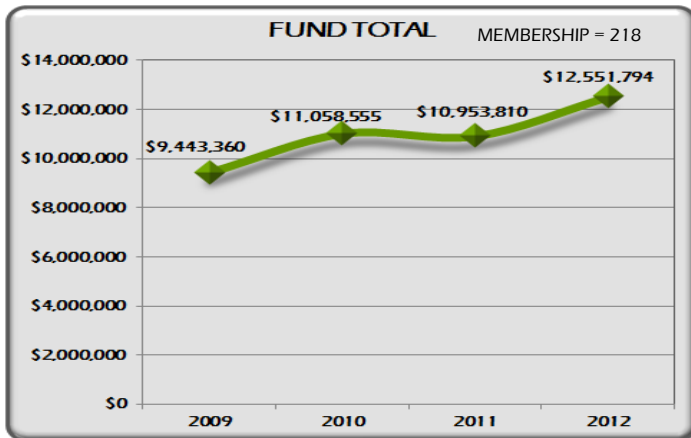
## CENTRAL COUNTY FIRE & RESCUE PENSION PLAN



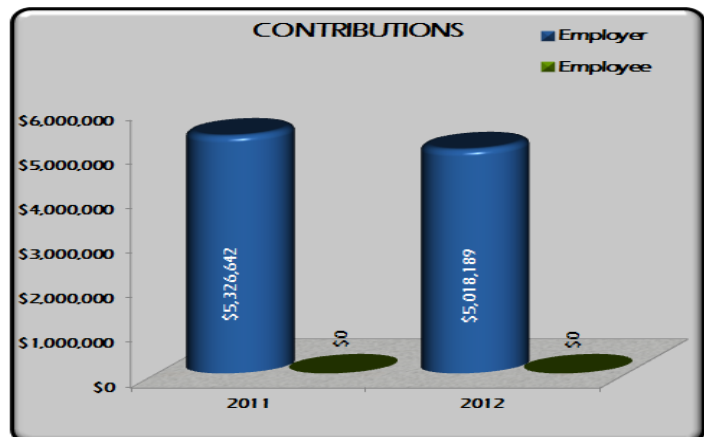
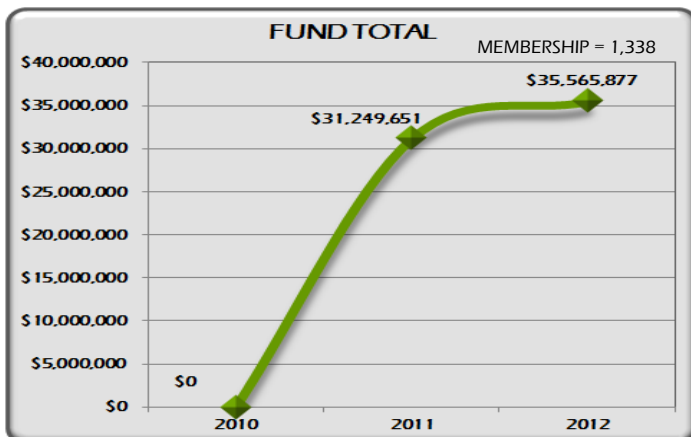
## CERF ADMINISTRATIVE OFFICE 401(A) PLAN



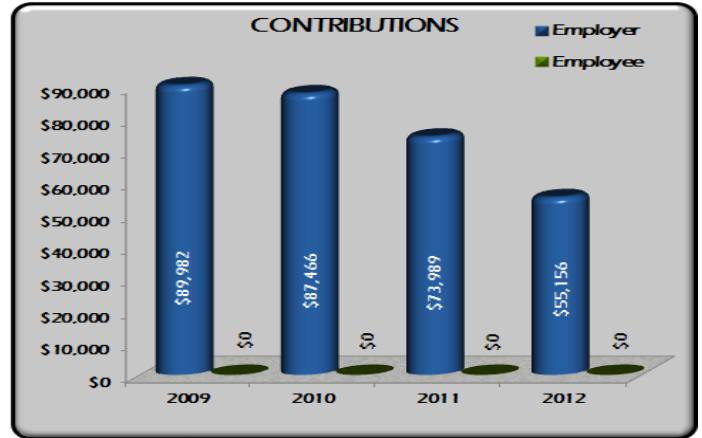
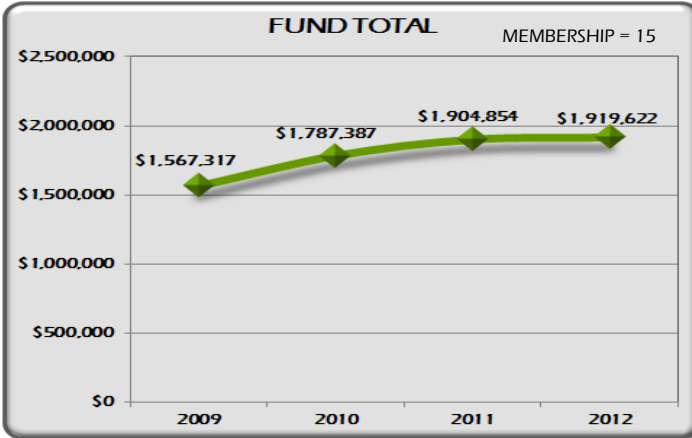
## CHESTERFIELD RETIREMENT PLAN



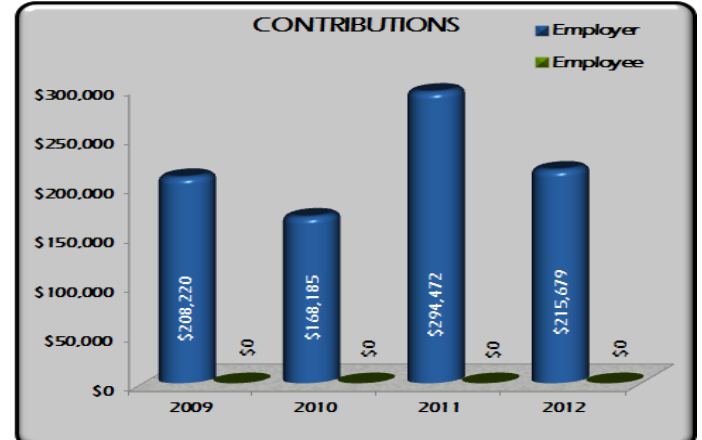
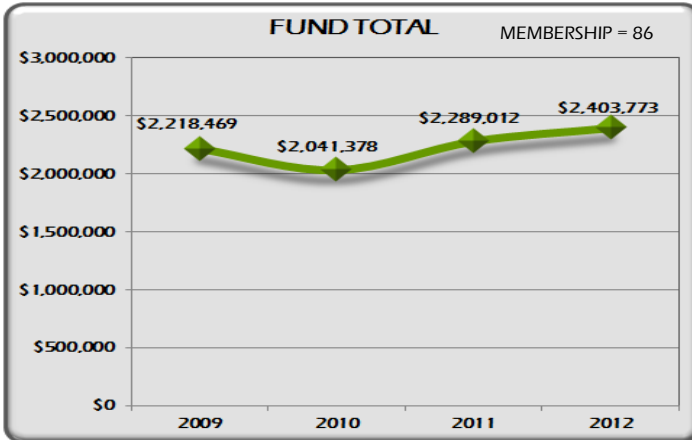
## COLLEGE & UNIVERSITY RETIREMENT PLAN



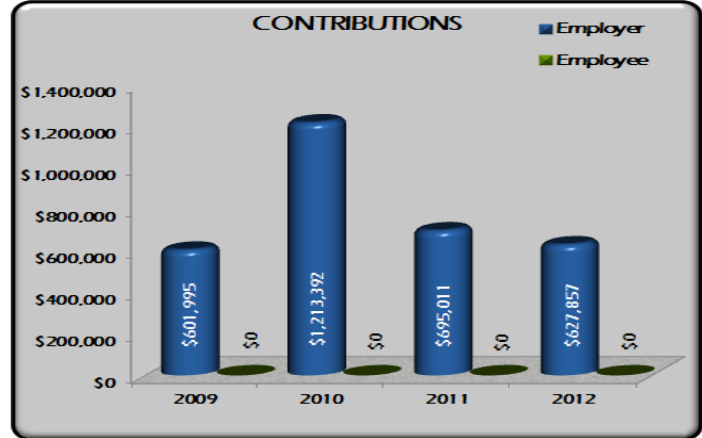
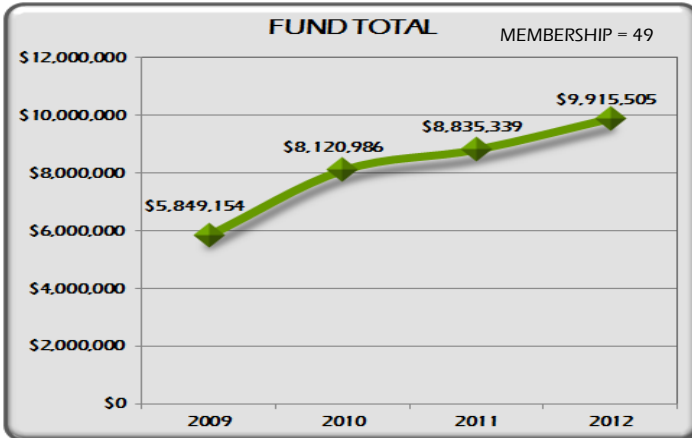
## CONSOLIDATED WATER DISTRICT #C-1 OF JEFFERSON COUNTY



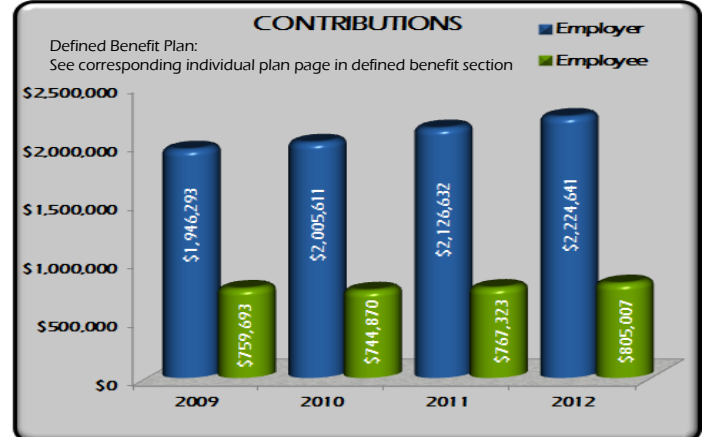
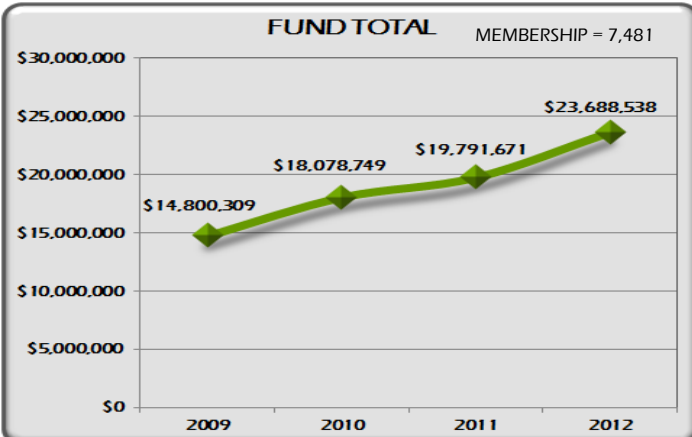
## COOPER COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN



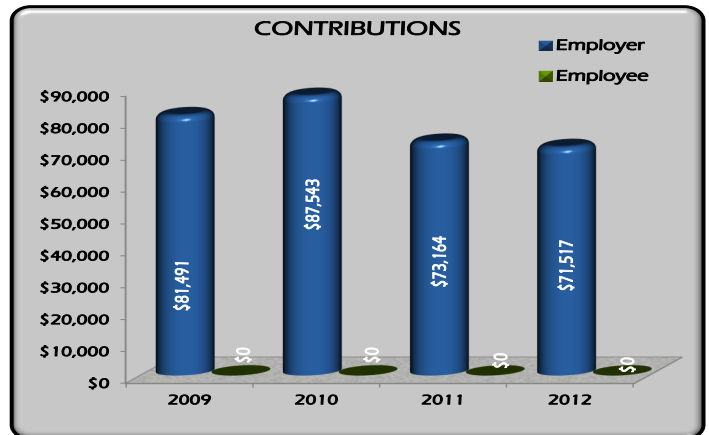
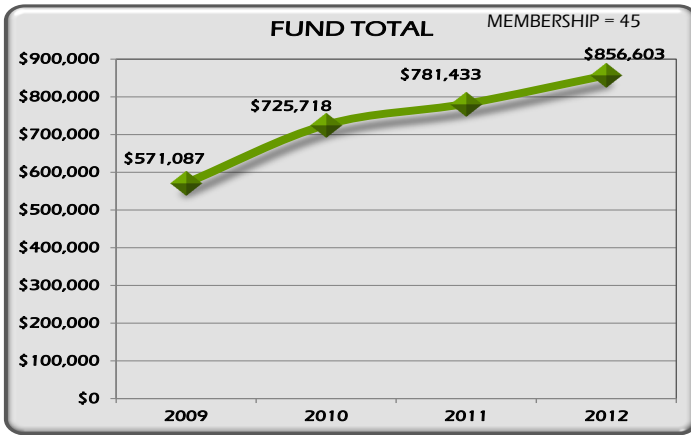
## COTTLEVILLE FIRE PROTECTION DISTRICT RETIREMENT PLAN



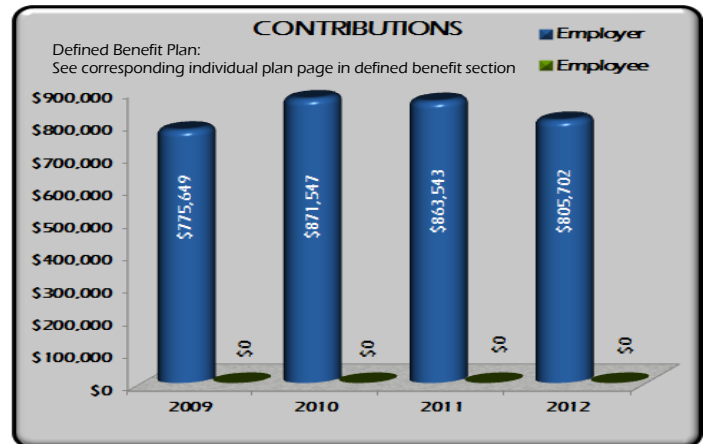
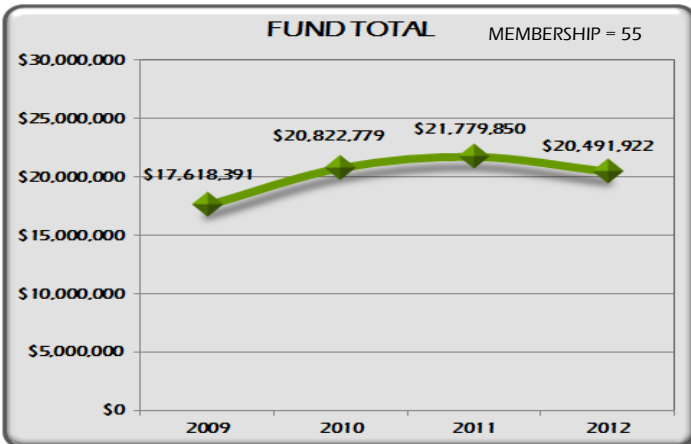
## COUNTY EMPLOYEES' RETIREMENT FUND



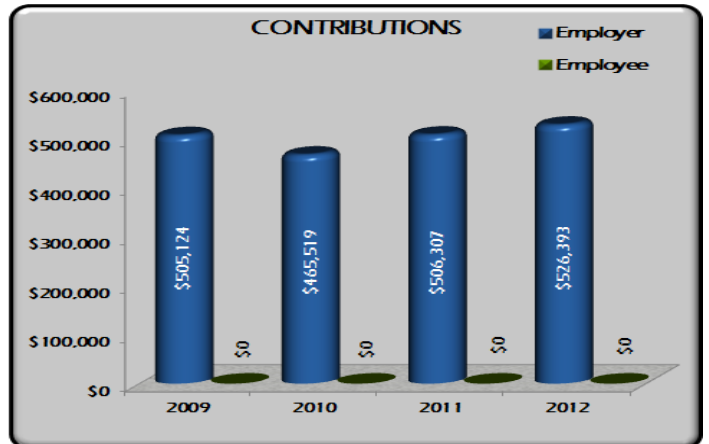
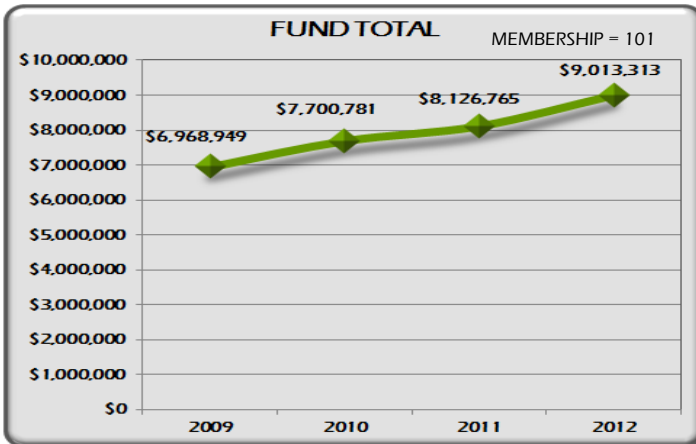
## CREVE COEUR EMPLOYEES RETIREMENT PLAN



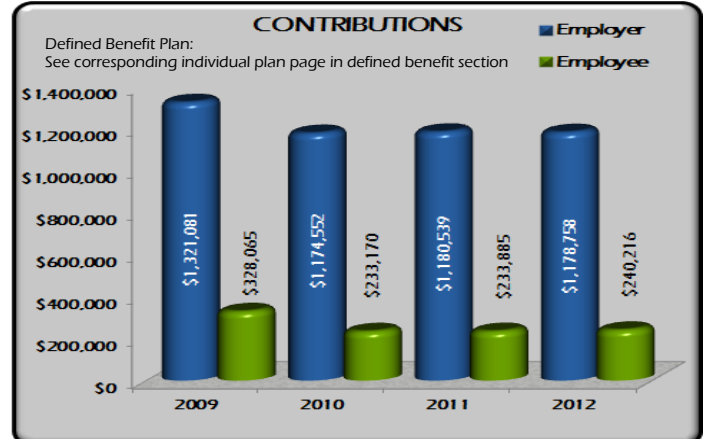
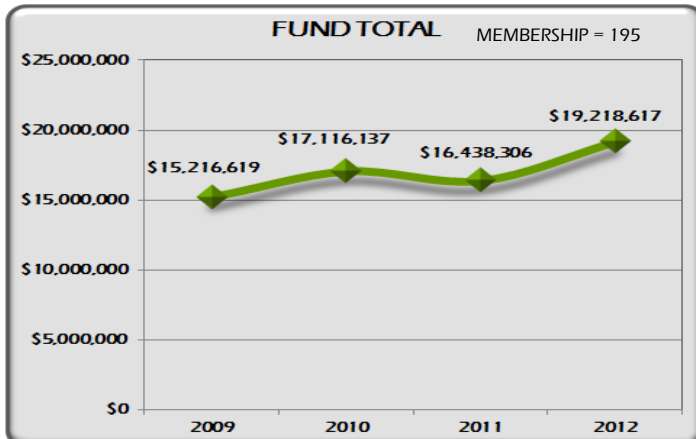
## CREVE COEUR FIRE PROTECTION DISTRICT RETIREMENT PLAN



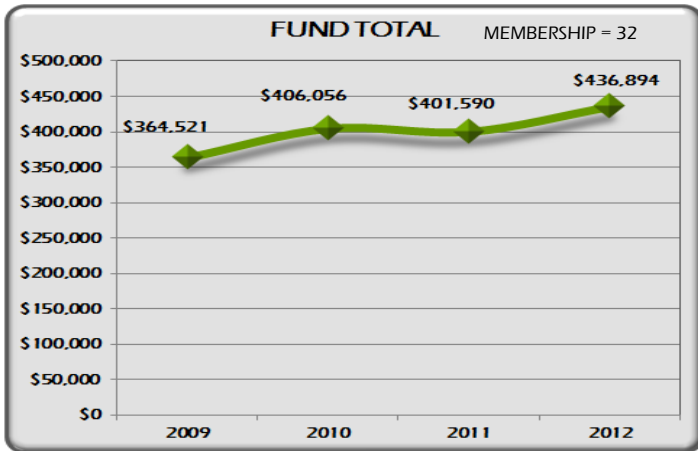
## DES PERES RETIREMENT PLAN



## FLORISSANT EMPLOYEES PENSION PLAN



## HIGH RIDGE FIRE PROTECTION DISTRICT PENSION PLAN

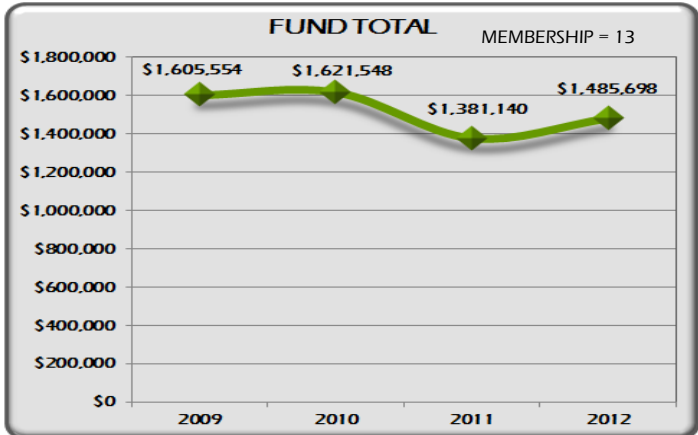


Defined Benefit Plan:  
See corresponding individual plan page in defined benefit section

### CONTRIBUTIONS

*Contributions have not been made to this plan since 2008.*

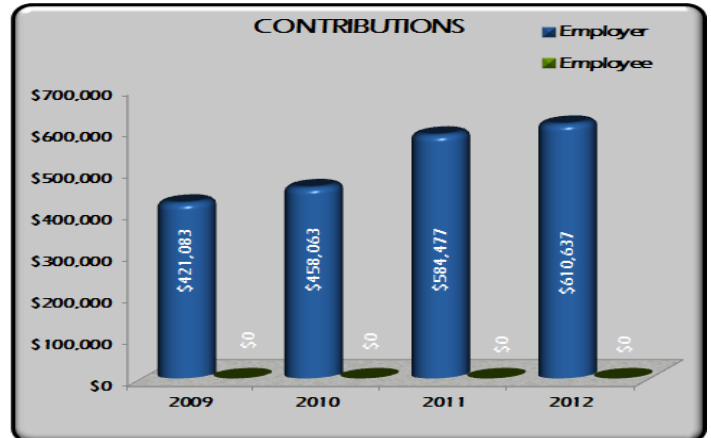
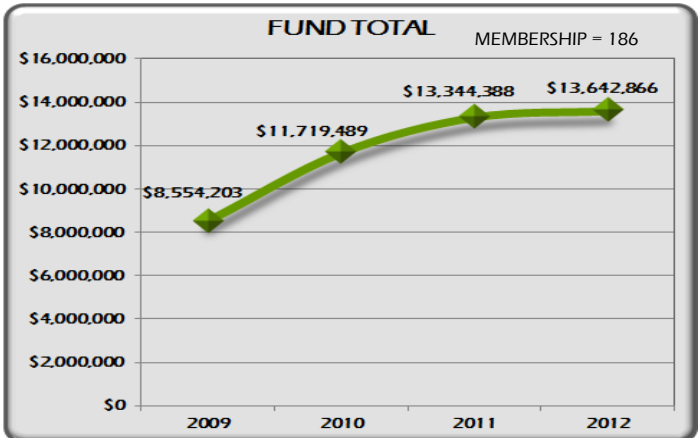
## KANSAS CITY SUPPLEMENTAL RETIREMENT PLAN



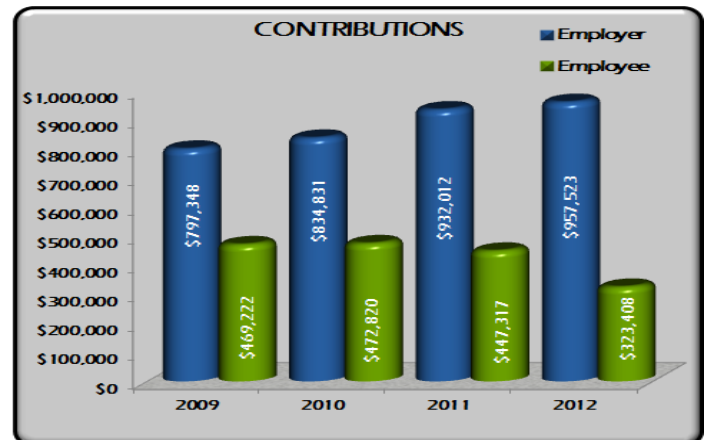
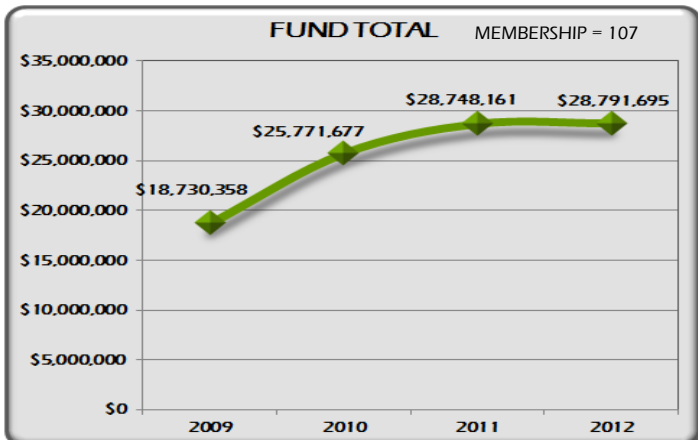
### CONTRIBUTIONS

*The City no longer contributes to this plan.*

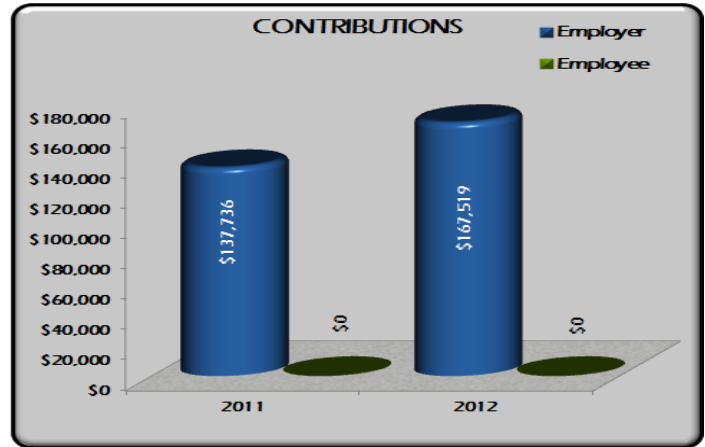
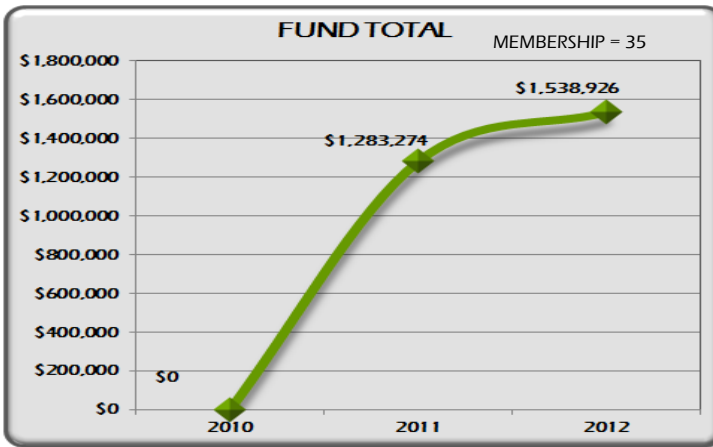
## KIRKWOOD CIVILIAN EMPLOYEES PENSION PLAN



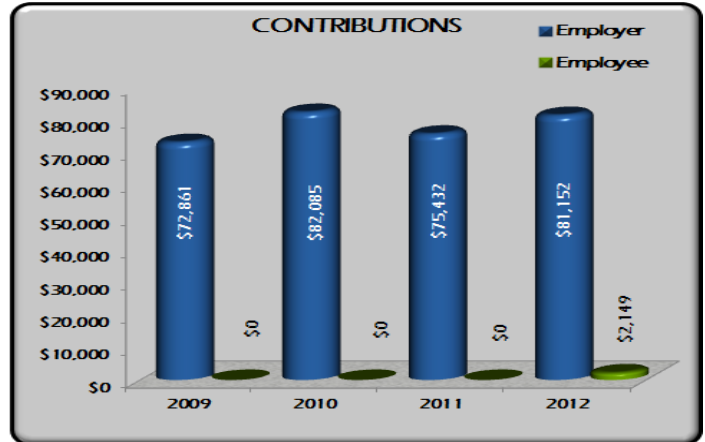
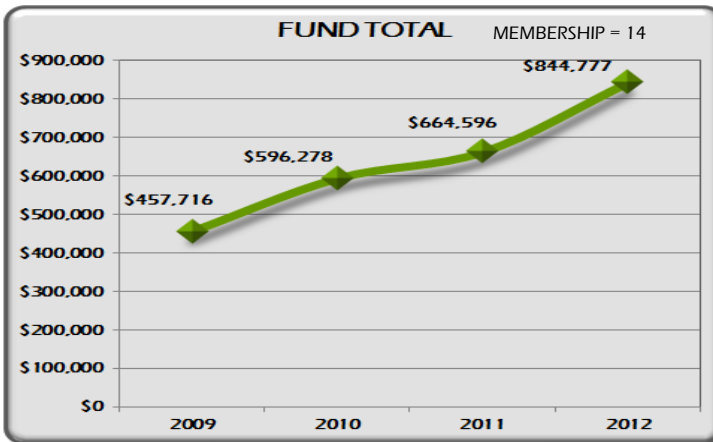
## KIRKWOOD POLICE & FIRE PENSION PLAN



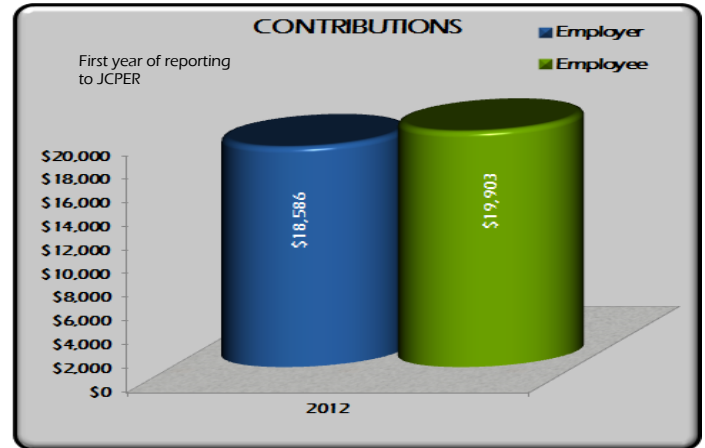
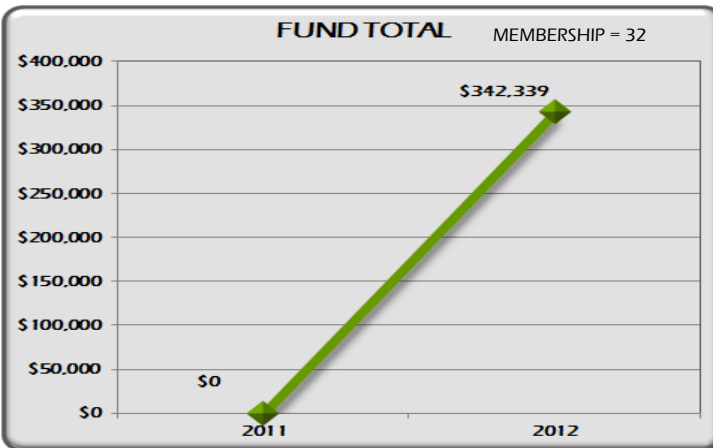
## LAKE OZARK FIRE PROTECTION DISTRICT PENSION PLAN



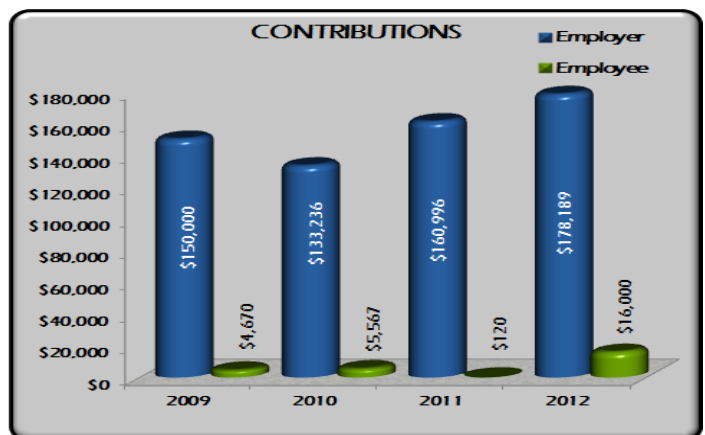
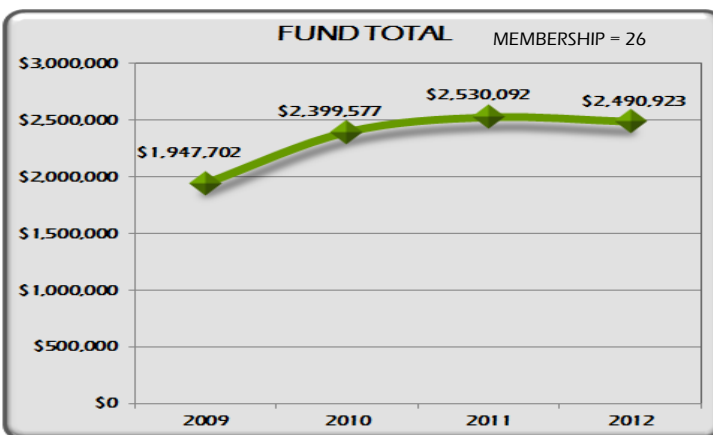
## LAKE ST. LOUIS FIRE PROTECTION DISTRICT RETIREMENT PLAN



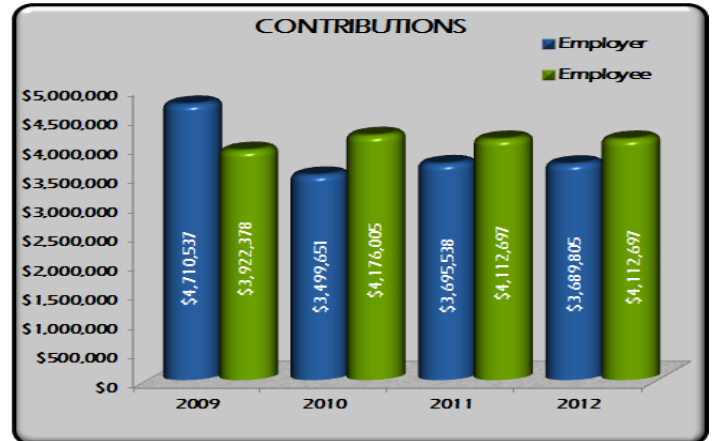
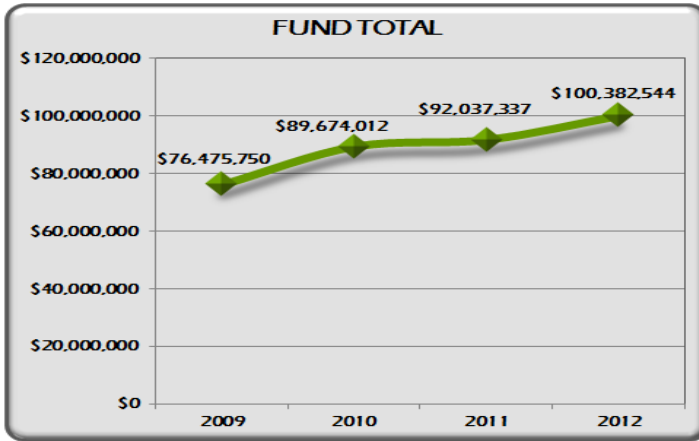
## LAKE WEST AMBULANCE DISTRICT RETIREMENT PLAN



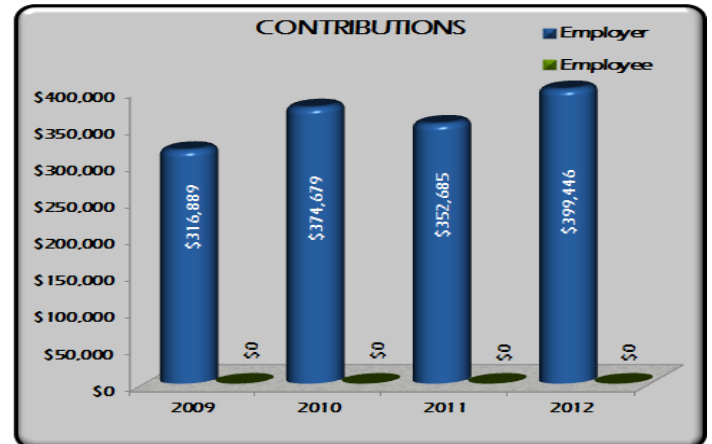
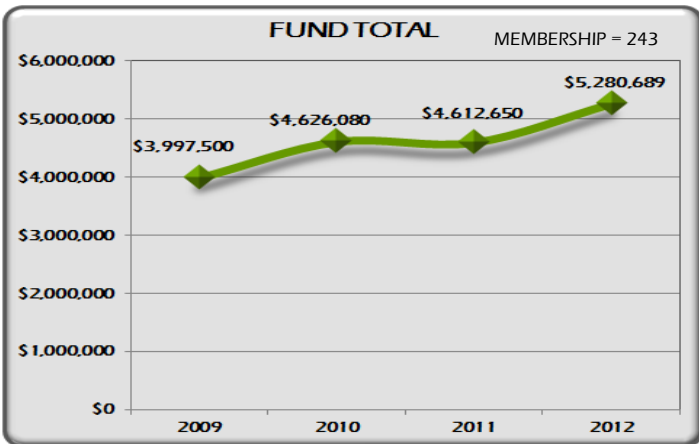
## LEMAI FIRE PROTECTION DISTRICT RETIREMENT PLAN



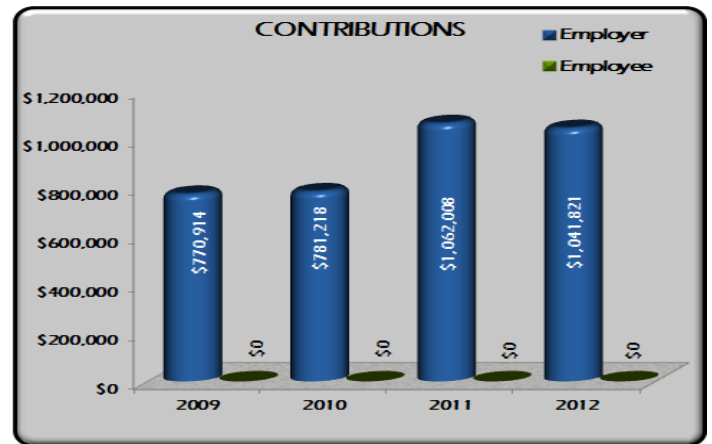
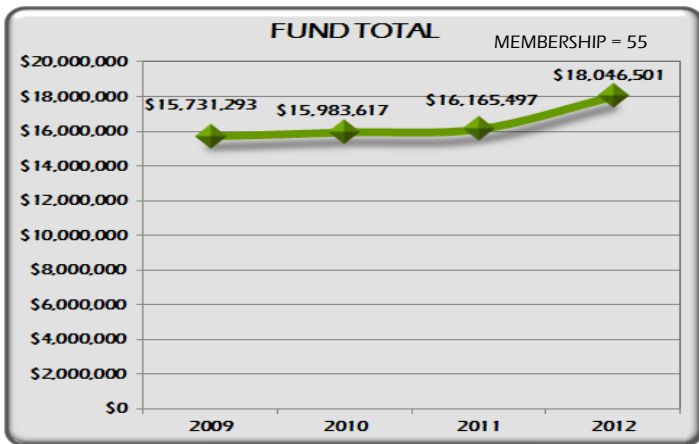
## LIBERTY HOSPITAL RETIREMENT INCOME PLAN



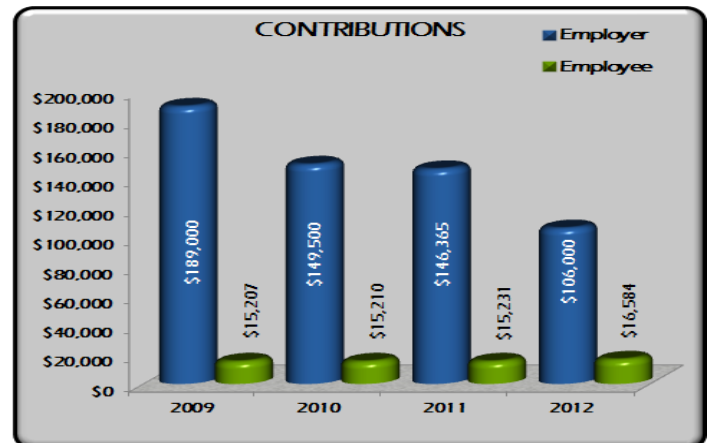
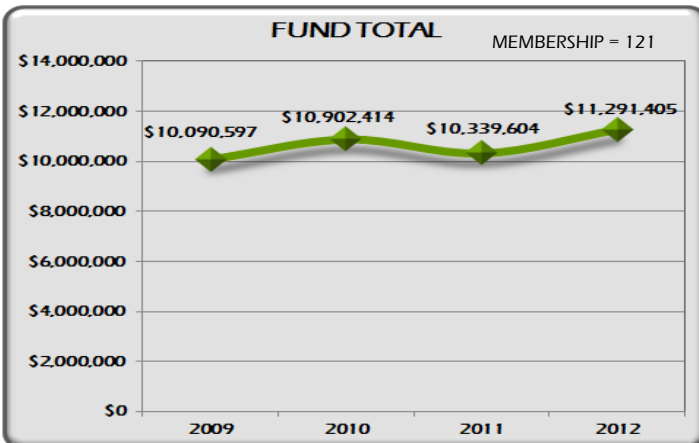
## LINCOLN COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN



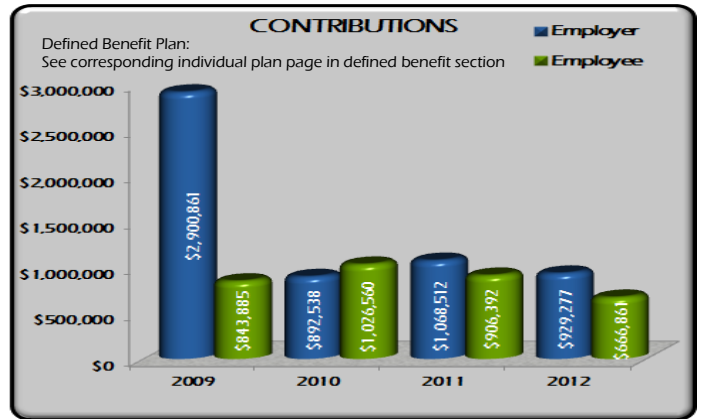
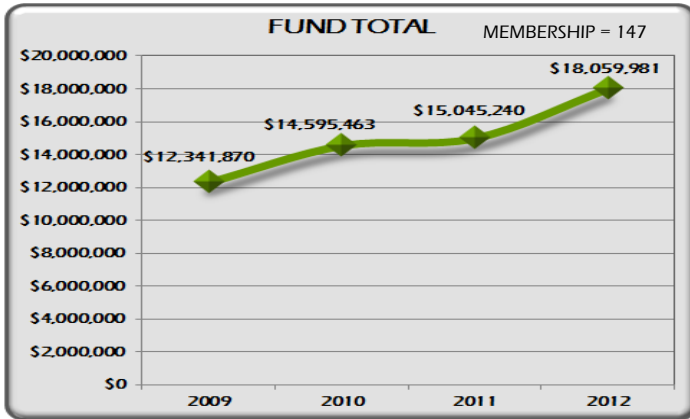
## MARYLAND HEIGHTS FIRE PROTECTION DISTRICT PENSION PLAN



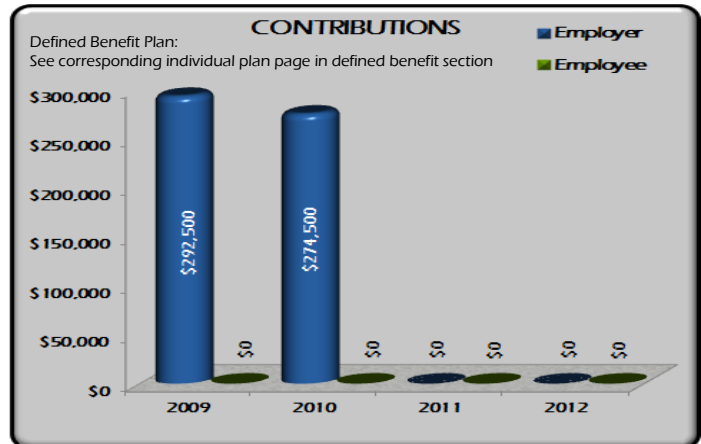
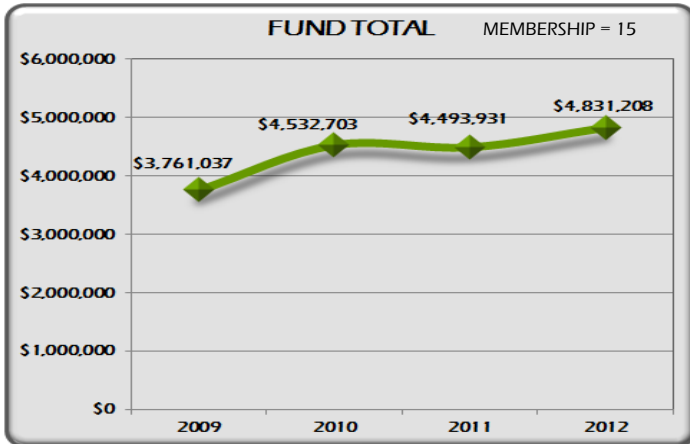
## MARYLAND HEIGHTS PENSION PLAN



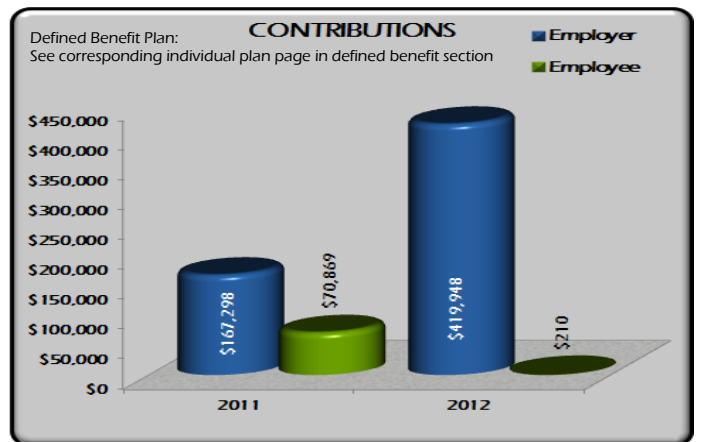
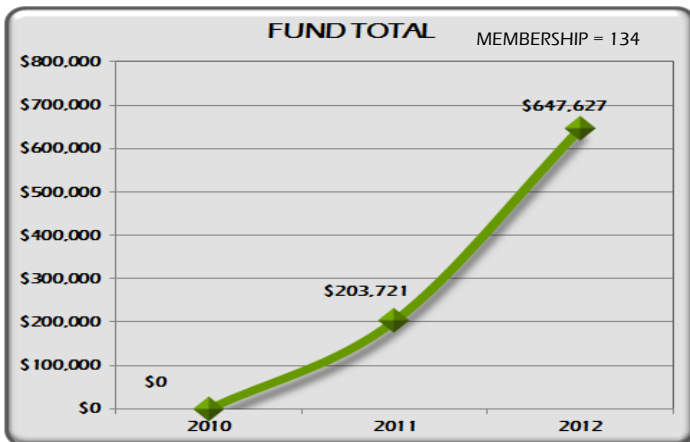
## MEHLVILLE FIRE PROTECTION DISTRICT RETIREMENT PLAN



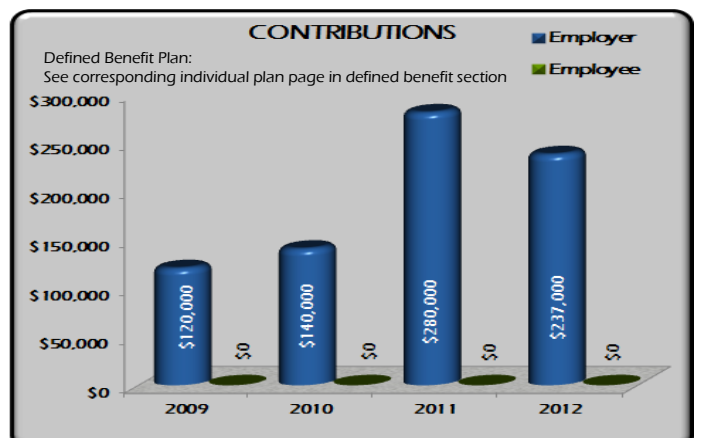
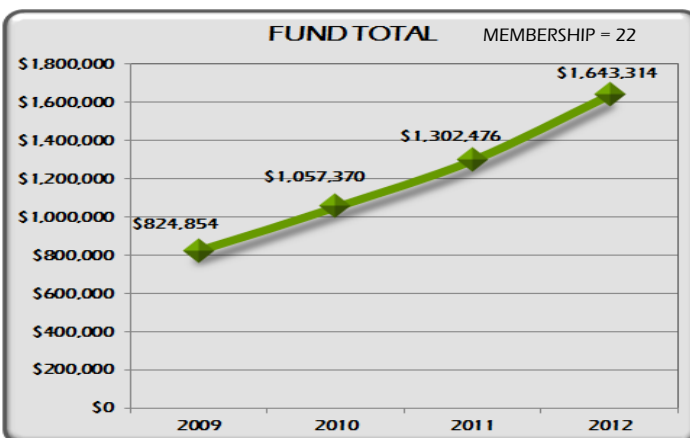
## METRO NORTH FIRE PROTECTION DISTRICT RETIREMENT PLAN



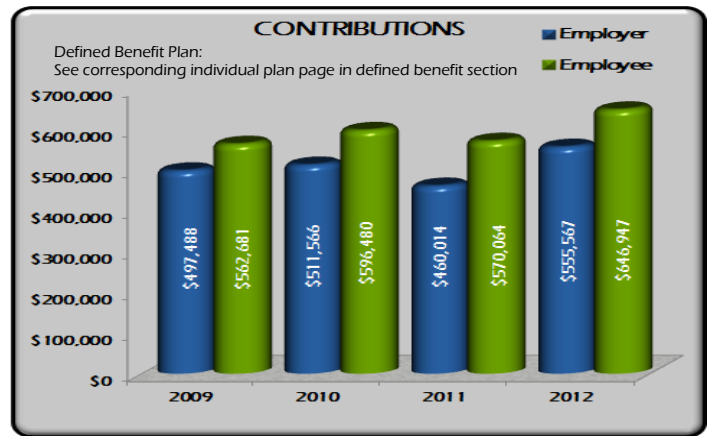
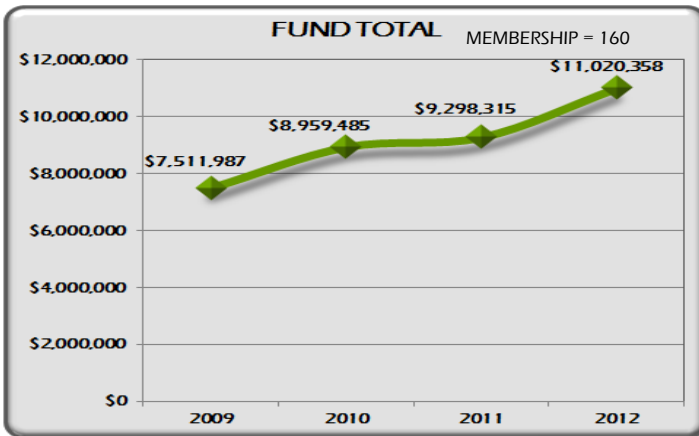
## METRO ST. LOUIS SEWER DISTRICT RETIREMENT PLAN



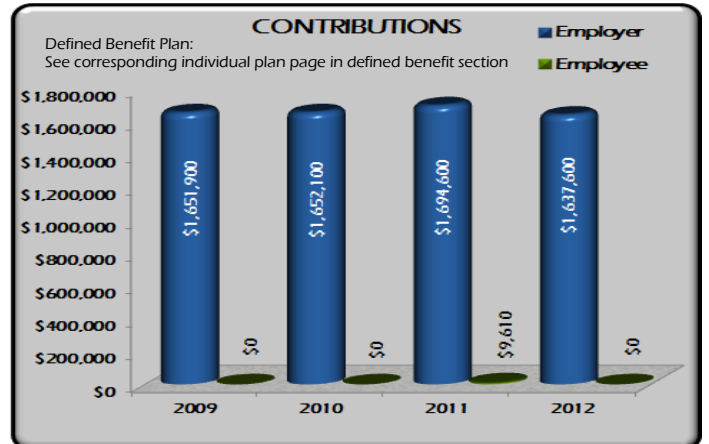
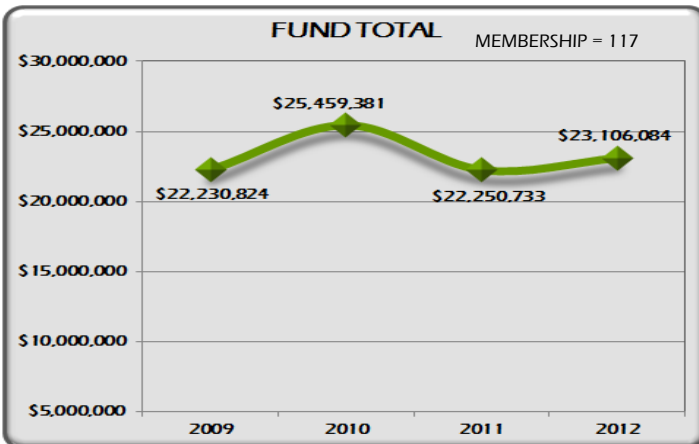
## MID-COUNTY FIRE PROTECTION DISTRICT RETIREMENT PLAN



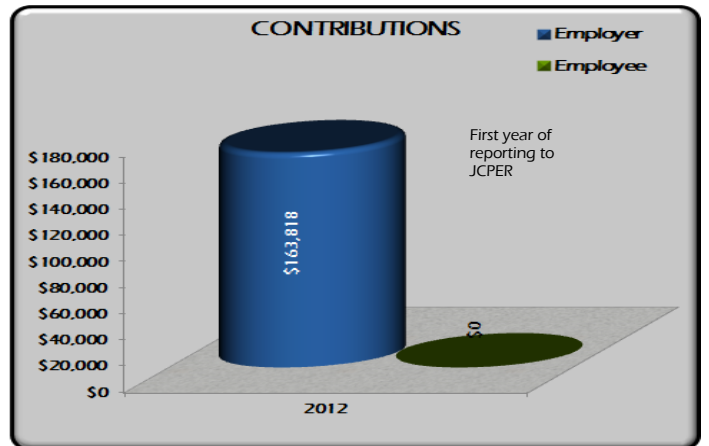
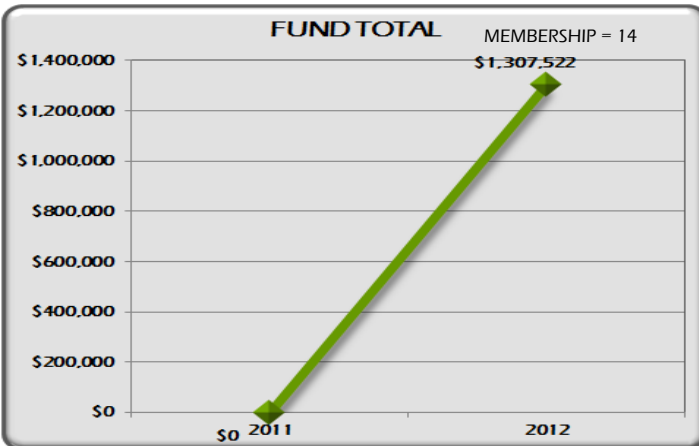
## MISSOURI HIGHER EDUCATION LOAN AUTHORITY PENSION PLAN



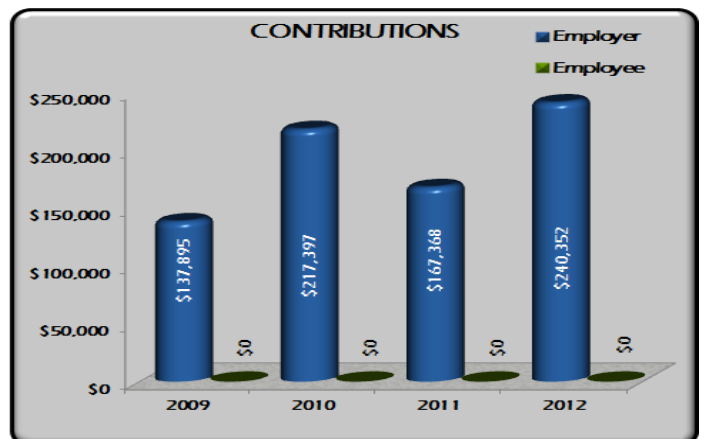
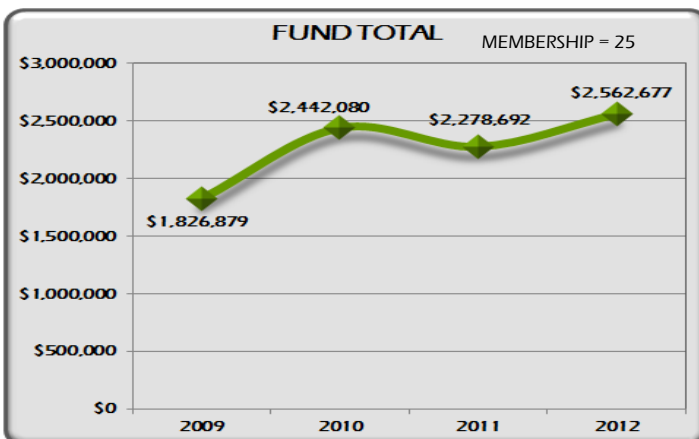
## MONARCH FIRE PROTECTION DISTRICT RETIREMENT PLAN



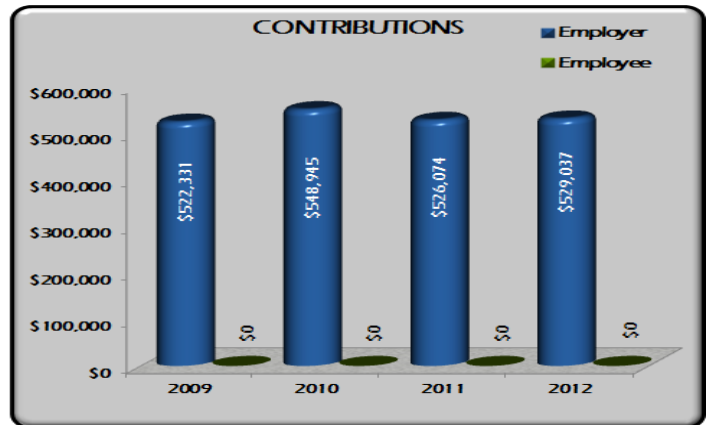
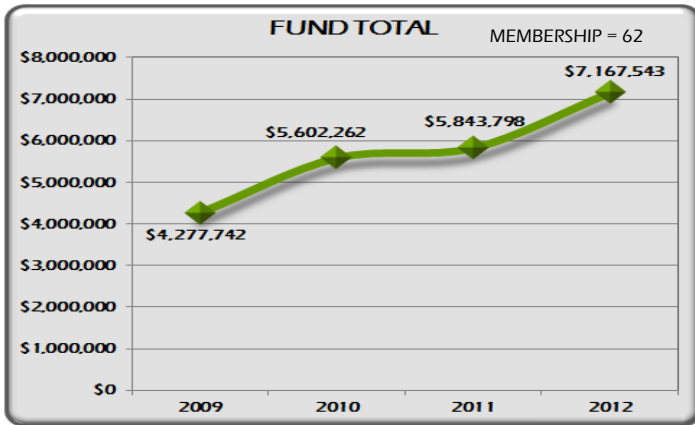
## NORTH JEFFERSON COUNTY AMBULANCE DISTRICT RETIREMENT PLAN



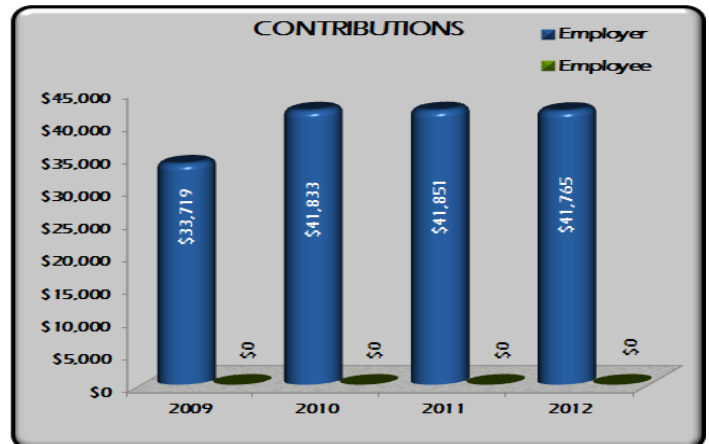
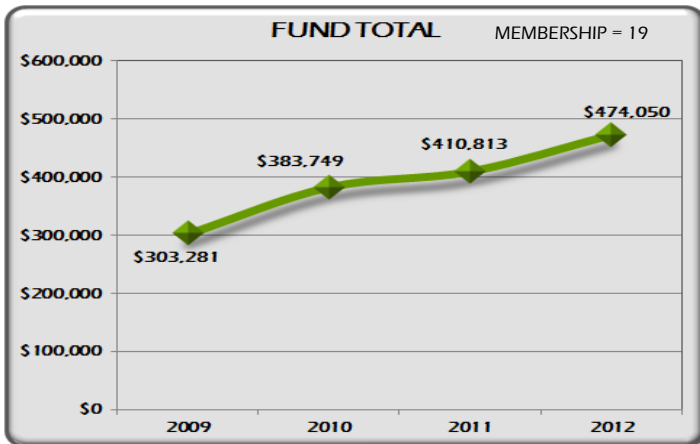
## NORTHEAST AMBULANCE & FIRE PROTECTION DISTRICT RETIREMENT PLAN



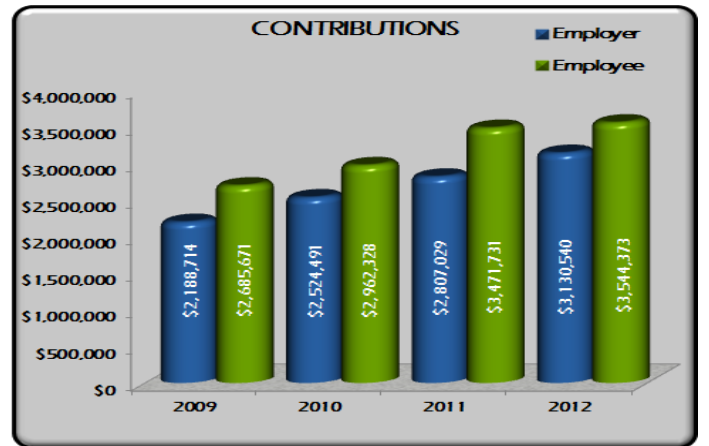
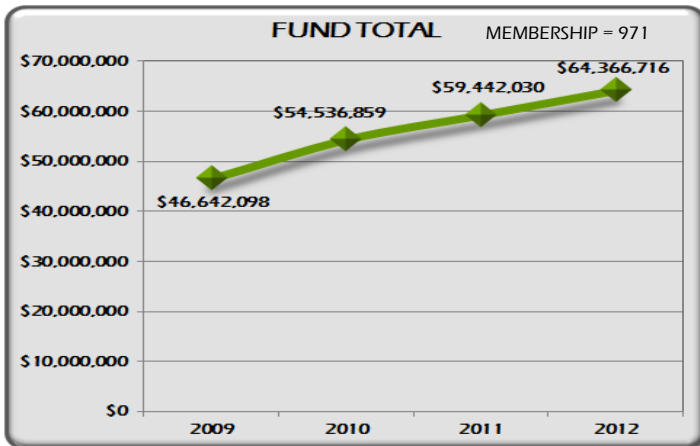
## O'FALLON FIRE PROTECTION DISTRICT RETIREMENT PLAN



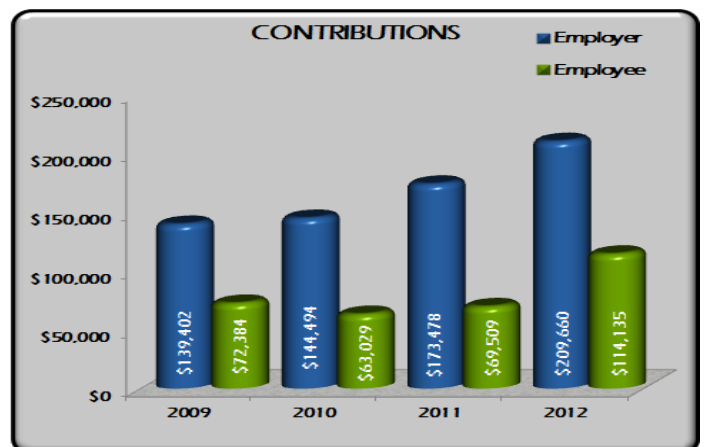
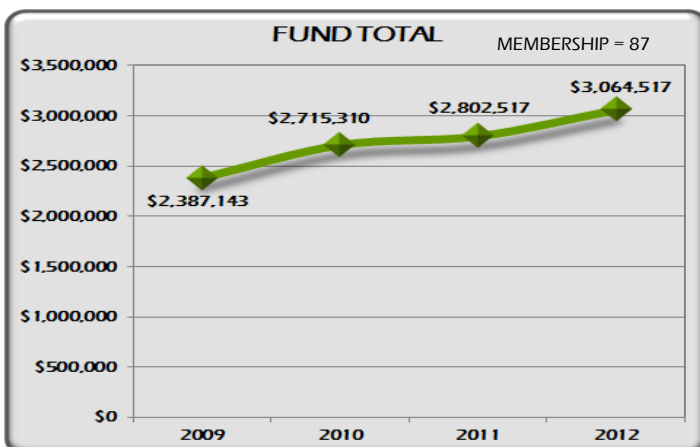
## PACIFIC FIRE PROTECTION DISTRICT RETIREMENT PLAN



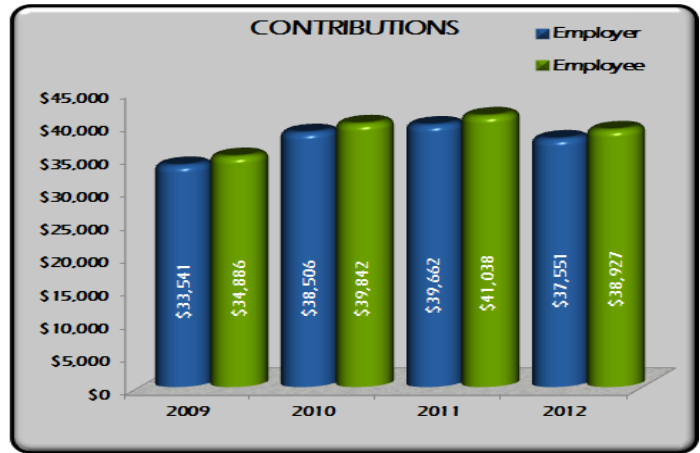
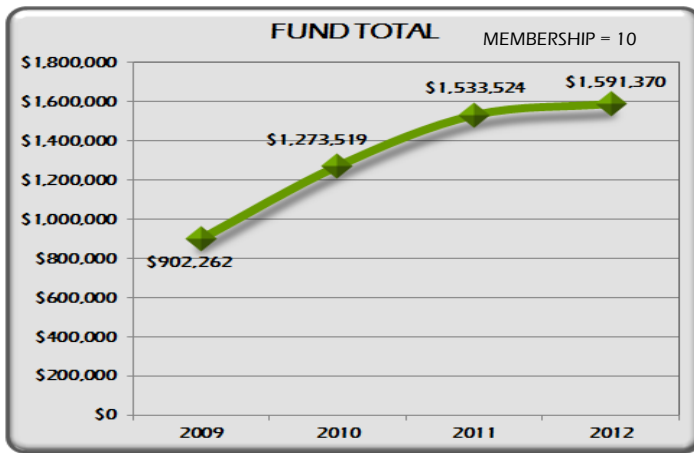
## PHELPS COUNTY REGIONAL MEDICAL CENTER PENSION PLAN



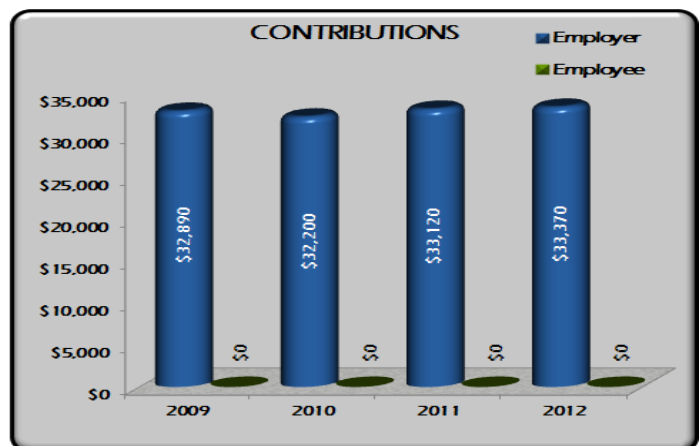
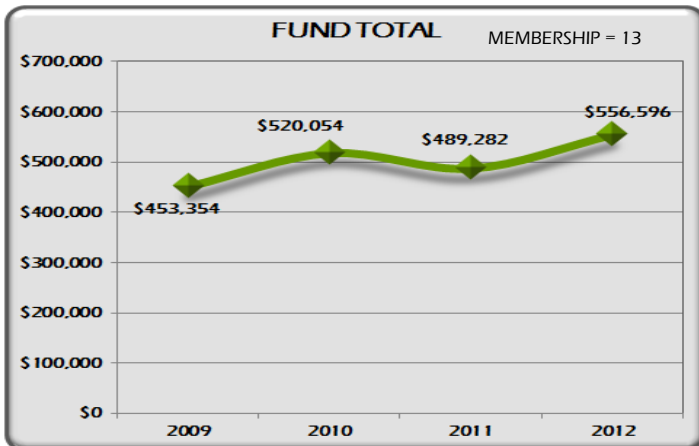
## PIKE COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN



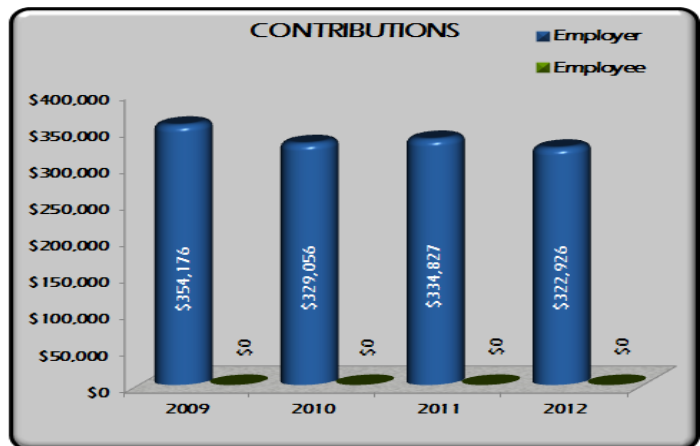
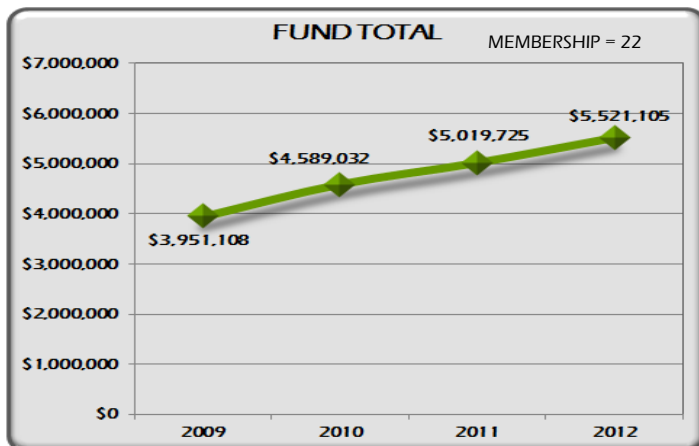
## PUBLIC WATER SUPPLY DISTRICT #2 OF JACKSON COUNTY



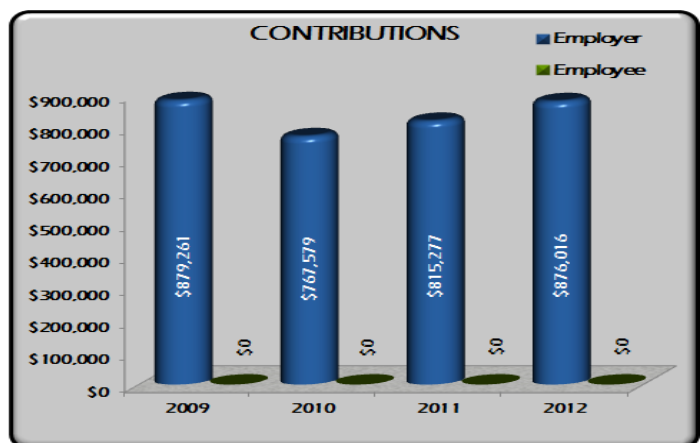
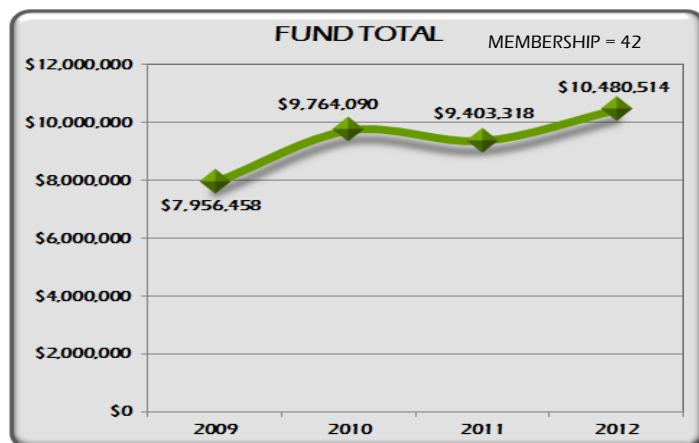
## PUBLIC WATER SUPPLY DISTRICT #3 OF JEFFERSON COUNTY



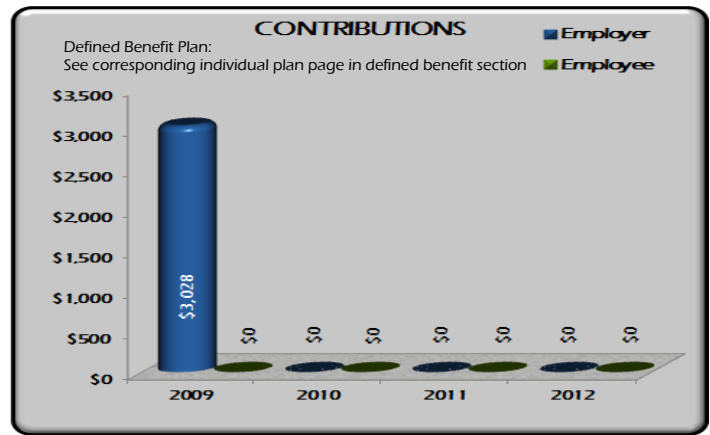
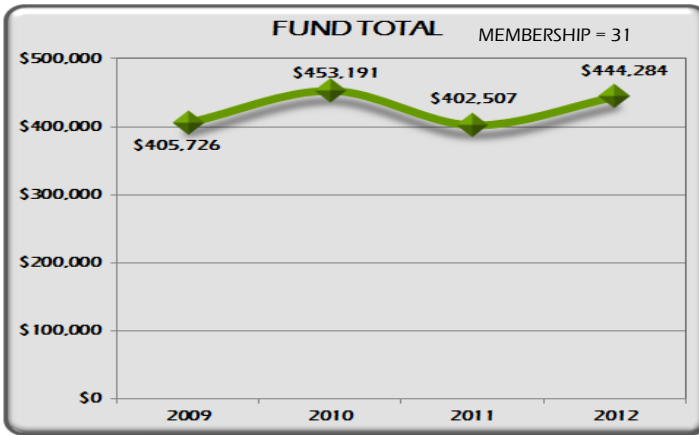
## RIVERVIEW FIRE PROTECTION DISTRICT RETIREMENT PLAN



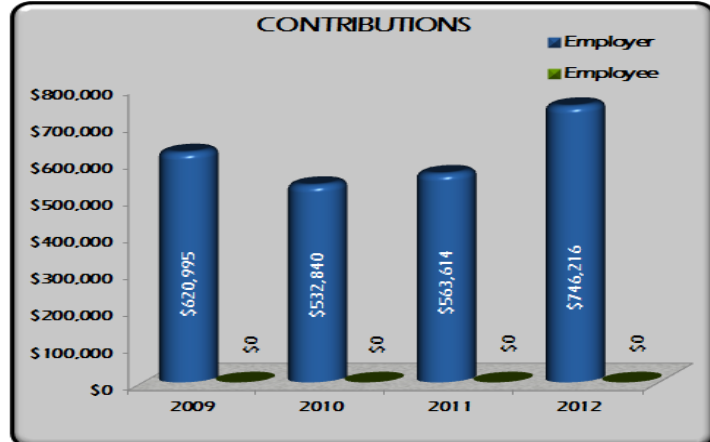
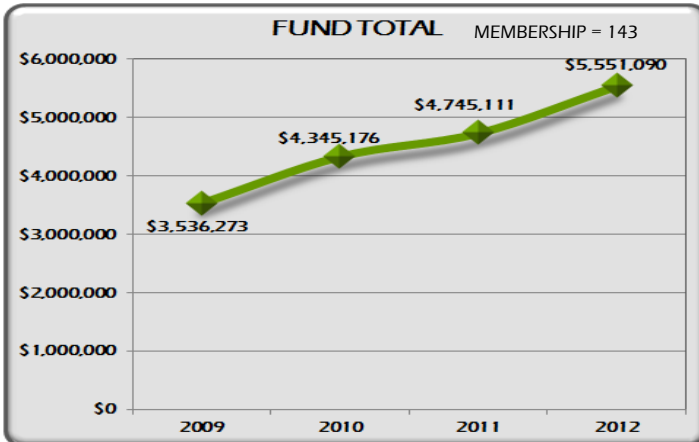
## ROBERTSON FIRE PROTECTION DISTRICT RETIREMENT PLAN



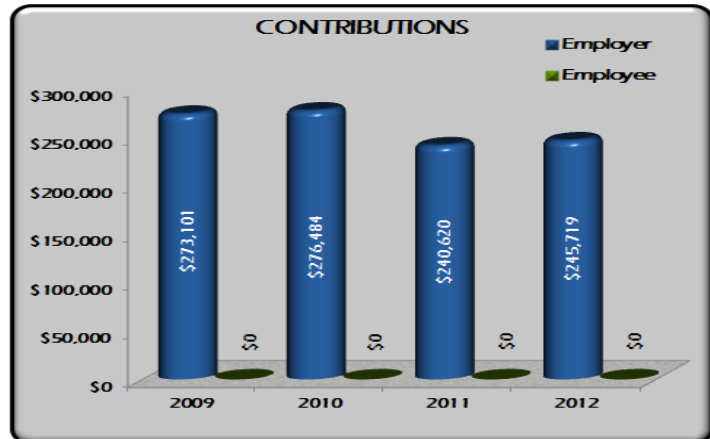
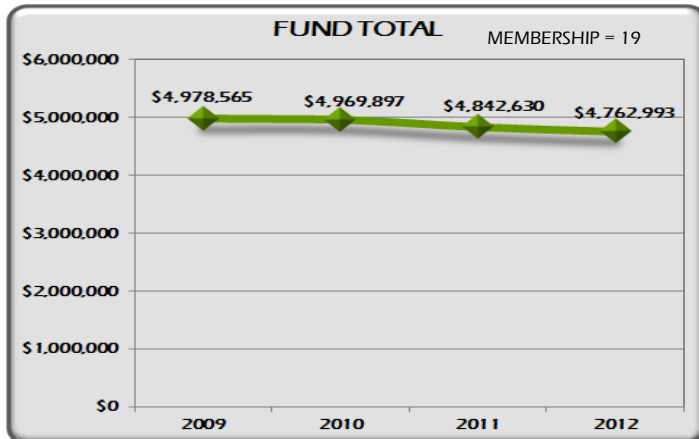
## SALINE VALLEY FIRE PROTECTION DISTRICT RETIREMENT PLAN



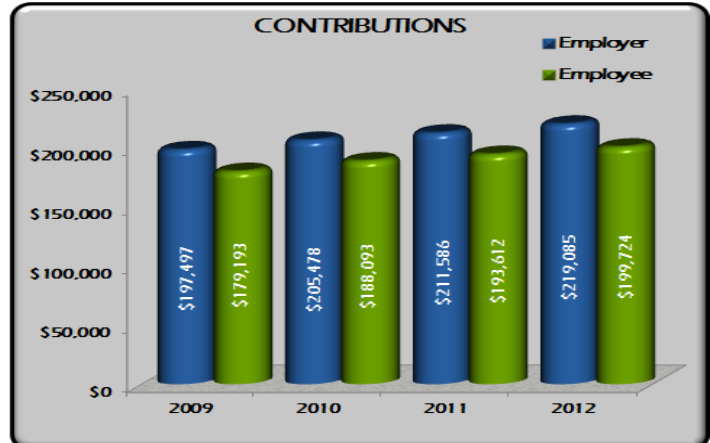
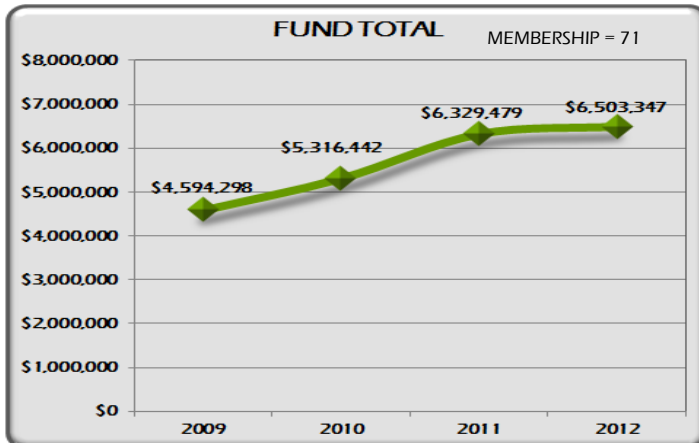
## SAMARITAN MEMORIAL HOSPITAL PENSION PLAN



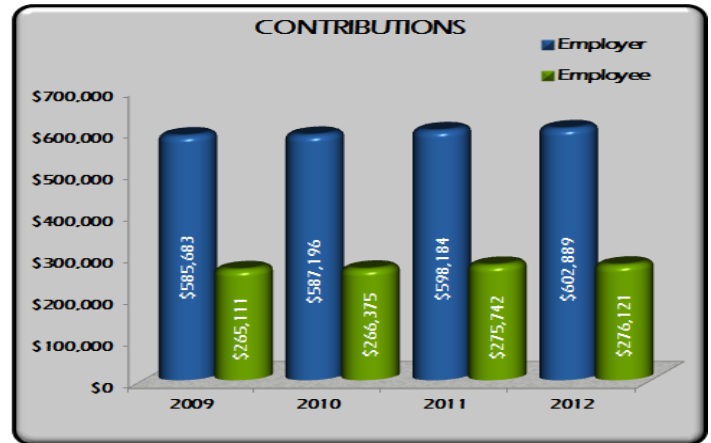
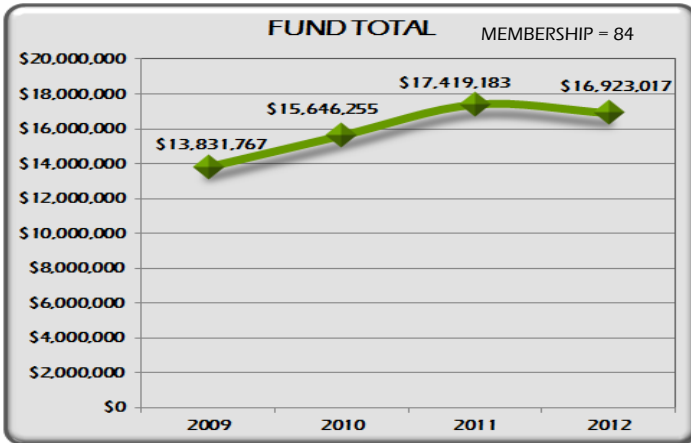
## SPANISH LAKE FIRE PROTECTION DISTRICT RETIREMENT PLAN



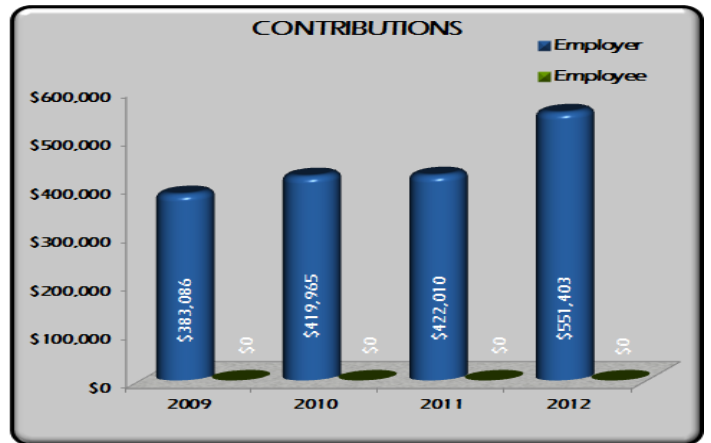
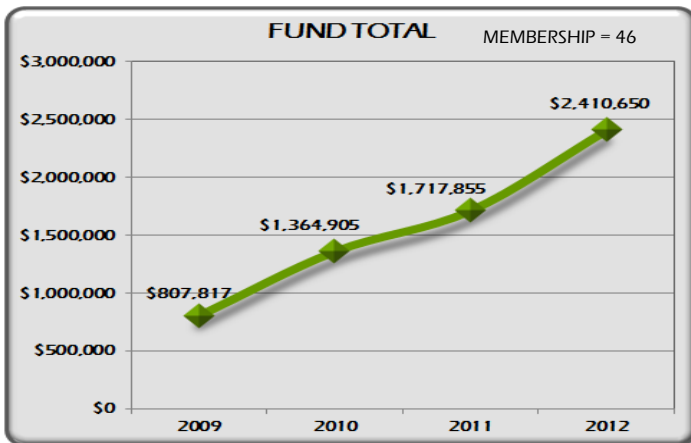
## WEBSTER GROVES NON-UNIFORMED EMPLOYEES PENSION PLAN



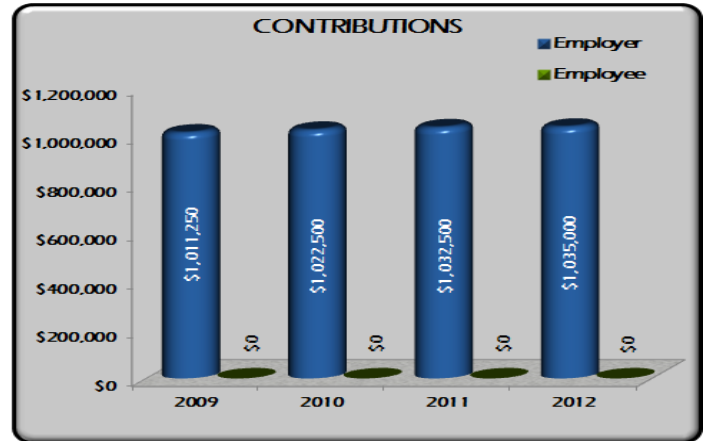
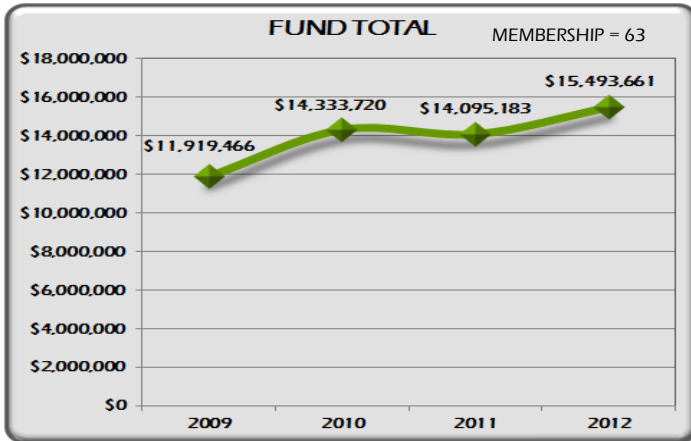
## WEBSTER GROVES POLICE & FIRE RETIREMENT FUND



## WENTZVILLE FIRE PROTECTIONS DISTRICT PENSION PLAN



## WEST COUNTY EMS & FIRE PROTECTION DISTRICT RETIREMENT PLAN



## WEST OVERLAND FIRE PROTECTION DISTRICT RETIREMENT PLAN

